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Peacetime Military Service Policies

WITH the approach of summer, many employees plan to participate in the refresher training programs of the National Guard and the Reserve components of the Army, Navy, Marines, and Air Forces.

To what extent are employers cooperating with these peacetime preparedness programs? Are employers granting time off in addition to the employees regular vacation? If so, does the employee receive compensation from the company while training?

SURVEY OF ABSENCE POLICIES

In an effort to answer these questions, THE CONFERENCE BOARD has surveyed the military leave policies for salaried employees in 466 companies, and for hourly workers in 455 other companies.

Definite military leave policies have been adopted in more than 85% of the cooperating companies. No policy has been determined in many of the remaining companies because "none" or only a "few" of their employees are members of a National Guard or Organized Reserve Corps unit.

Of the 380 companies that have formulated definite military leave policies for salaried employees, 186, or 49%, permit time off for military training in addition to regularly scheduled vacations, while 194, or 51%, do not. In the 407 companies where military leave policies exist for hourly workers, 164, or 40%, grant leaves of absence in addition to the vacation allowance, while 243, or 60%, do not.

Most of the cooperators that do not grant extra time off for military training are small companies. For example, among the 106 companies with fewer than 250 employees, only nine grant time off to hourly workers. But twenty-six of the thirty-two companies with more than 5,000 employees grant additional time off to hourly workers for military training.

This survey reveals that the length of military leave varies from one week to one month. The two

most prevalent leave of absence periods are two weeks and fifteen days. Some companies have set no maximum leave time and indicate that leave is granted for "the time required." It seems safe to assume that in most cases this would allow for the usual training period of fourteen or fifteen days scheduled by the National Guard and the military reserves. Table 1 shows the maximum leave periods granted in the cooperating companies to salaried employees. Corresponding information for hourly workers is compiled in Table 2.

COMPENSATION PRACTICES

Policies affecting the compensation of employees who take field training in addition to their regular vacations also vary widely. This variation depends in part on the type of military unit with which the employee trains, on his pay classification within the company, and on the size of the company.

Of the 183 companies having a pay policy for salaried employees in the National Guard, 66, or 36%, make up the difference between the governmental compensation (if less) and the employee's regular salary. This, in effect, guarantees the employee against loss of income while training. Time off without pay is granted by 58, or 32%, of the cooperators, while 48, or 26%, continue to pay the employee's full salary while he is on military leave.

In the 150 companies reporting definite compensation policies for salaried employees in a component of the Organized Reserve Corps, 36.7% grant differential pay, 36.7% no pay, and 26.6% full pay.

In the 164 cooperating companies having a pay policy for hourly workers in the National Guard, 69, or 42%, make up the difference between the workers' active duty training pay and his normal company earnings. Eighty-nine companies, or 54.4%, grant time off for training but give no company pay to the worker while he is training. Only 2.4% of the coop-

Table 1: Military Leave and Compensation Policies for Salaried Employees in 466 Companies

Practice	Number of Companies, by Employees, per Establishment					Practice	Number of Companies, by Employees, per Establishment					
	Total		Under 250	250 to 999	1,000 to 4,999		Total		Under 250	250 to 999	1,000 to 4,999	5,000 and Over
	No.	%					No.	%				
In addition to employee's regular vacation allowance												
Time off is given	186	39.9	21	42	99	24						
No time off	194	41.7	61	73	53	7						
No experience	87	7.9	16	16	5	..						
No fixed policy	30	6.4	5	9	9	7						
Not shown	19	4.1	8	9	2	..						
Total	466	100.0	111	149	168	38						
Length of leave and compensation for:												
Organized Reserve Corps												
Full pay for												
3 days	2	1.3	..	1	1	..						
1 week	11	7.3	..	3	6	2 ^a						
2 weeks	16	10.6	1	6	9	..						
15 days	1	0.7	..	..	..	1					
4 weeks or 1 month	3	2.0	..	1	2 ^c	..						
Period not shown	7	4.7	2	2	3 ^a	..						
Total, Full Pay	40	26.6	3	13	21	3						
Difference between company pay and Government pay for												
2 weeks	26	17.4	1	4	18	3 ^d						
15 days	5	3.3	..	..	2 ^e	3					
3 weeks	3	2.0	..	..	2	1					
Time required	4	2.7	..	..	3	1					
Period not shown	17	11.3	2	6	8 ^c	1						
Total, Difference	55	36.7	3	10	33	9						
No company pay for												
1 week	1	0.7	..	..	1	..					
2 weeks	11	7.3	2	1	7	1						
15 days	2	1.3	..	..	2	..					
4 weeks or 30 days	4	2.7	..	2	1	..						
Several weeks	1	0.7	..	..	..	1					
Time required	17	11.3	1	2	10	4						
Period not shown	19	12.7	5	6	7	1						
Total, No Pay	55	36.7	8	11	28	8						
Total, Organized Reserve Corps	150	100.0	14	34	82	20						

erators (four companies) grant full company earnings while the worker is on leave. (Two other companies report special compensation plans for hourly workers in the National Guard. In one of these, a flat sum payment of \$3.50 a day is paid by the company. In the other, the company allows a half day's pay for a period of ten days' absence.)

In the 119 companies with compensation policies for hourly workers belonging to a component of the Organized Reserve Corps, 33 companies, or 27.7%, grant differential pay, 82, or 69%, no company pay, and 3, or 2.5%, the worker's full company earnings for the period of his leave.

Practice	Number of Companies, by Employees, per Establishment					Practice	Number of Companies, by Employees, per Establishment					
	Total		Under 250	250 to 999	1,000 to 4,999		Total		Under 250	250 to 999	1,000 to 4,999	5,000 and Over
	No.	%					No.	%				
National Guard Duty												
Full pay for												
3 days	2	1.1	..	..	1	1	..	..	..	..	..
1 week	13	7.1	1	4	6	2 ^b	..	..	..	..	..
2 weeks	18	9.9	..	..	8	9	1	1	1	1	1
15 days	1	0.5	..	..	..	..	..	..	..	..	..
4 weeks or 1 month	3	1.6	..	..	1	2 ^c	..	..	..	..	..
Time required	3	1.6	1	..	..	2	..	..	..	..	..
Period not shown	8	4.4	2	3	3 ^a	3 ^a	..	..	..	..	..
Total, Full Pay	48	26.2	4	17	23	4						
Difference between company pay and Government pay for												
2 weeks	29	15.9	2	4	21	2 ^d	..	..	..	..	..
15 days	5	2.7	..	..	2	3	..	..	..	..	..
3 weeks	3	1.6	..	..	2	1	..	..	..	..	..
Time required	5	2.7	..	..	3	2	..	..	..	..	..
Period not shown	24	13.2	3	7	13 ^c	1	..	..	..	..	..
Total, Difference	66	36.1	5	11	41	9						
No company pay for												
1 week	1	0.5	..	..	1	..	..	..	..	..	..
2 weeks	12	6.6	2	1	8	1	..	..	..	..	..
15 weeks	1	0.5	..	..	1	..	..	..	..	..	..
4 weeks or 30 days	6	3.3	..	2	3	1	..	..	..	..	..
Several weeks	1	0.5	..	..	1	..	..	..	..	..	..
Time required	17	9.3	1	2	10	4	..	..	..	..	..
Period not shown	20	11.0	5	6	8	1	..	..	..	..	..
Total, No Pay	58	31.7	8	11	31	8						
Length of leave and compensation not shown	11	6.0	4	2	3	2						
Total, National Guard	183	100.0	21	41	98	23						

^aIn 1 company, administrative employees only. Clerical employees receive half the difference between company and Government pay.

^bIn 1 company for those with 2 years' service. Those with 15 years' service are allowed 2 weeks' pay with pay.

^cIn 1 company, for emergency duty only.

^dIn 1 company, if called in emergency receive difference for 2 additional weeks.

^eIn 1 company, employees can take additional time off without pay.

From these data, it appears that compensation policies for military training leaves are much less liberal for hourly paid workers than for salaried employees. The policies summarized in tables 1 and 2 are, however, based upon samplings of two separate groups of companies.

TRAINING PROGRAMS FOR 1948

The National Guard expects that approximately 250,000 men will undergo field training in 1948 compared with fewer than 50,000 men a year ago. Not only has the National Guard been assigned a primary defense role in case of a national emergency,

Table 2: Military Leave and Compensation Policies for Hourly Workers in 455 Companies

Practice	Number of Companies, by Employees, per Establishment					Practice	Number of Companies, by Employees, per Establishment						
	Total		Under 250	250 to 999	1,000 to 4,999		Total		Under 250	250 to 999	1,000 to 4,999	5,000 and Over	
	No.	%					No.	%					
In addition to employee's regular vacation allowance							\$3.50 per day for 2 weeks...						
Time off is given	164	86.0	9	53	76	26	Half days' pay for 10 days...	1	0.6	..	1	..	
No time off	243	53.5	81	103	54	5		1	0.6	..	..	1	
No experience	12	2.6	6	4	2	..							
No fixed policy	12	2.6	3	3	6	..							
Not shown	24	5.3	7	8	8	1							
Total	455	100.0	106	171	146	32	Total, National Guard...	164	100.0	9	53	76	26
Compensation and length of leave for:							Organized Reserve Corps						
National Guard Duty							Full pay for 2 weeks...	2	1.7	..	1	..	1
Full pay for 2 weeks	2	1.2	..	1	..	1	Period not shown...	1	0.8	..	1	..	..
10 days	1	0.6	..	..	..		Total, Full pay...	3	2.5	..	1	1	1
Period not shown	1	0.6	..	..	1	..	Difference between company pay and Government pay for 1 week	1	0.8	..	..	1	..
Total, Full Pay	4	2.4	..	1	1	1	2 weeks	8	6.8	..	2	5a	1
Difference between company pay and Government pay for 1 week	3	1.8	1	..	2	15 days	1	0.8	..	..	..	..
2 weeks	20	12.2	2	5	11a	3 weeks	2	1.7	..	..	2c	..	
15 days	1	0.6	..	..	..	120 hours	1	0.8	..	..	..	1	
3 weeks	2	1.2	..	..	2	4 weeks	1	0.8	..	..	..	1	
120 hours	1	0.6	..	..	..	Time required	1	0.8	..	1	..	..
4 weeks	2	1.2	..	..	..	Period not shown	18	15.2	2	11	4	1	
Time required	2	1.2	..	1	1	Total, Difference...	33	27.7	2	14	12	5	
Period not shown	38	23.2	2	16	15b	No company pay, but time off for 1 week	1	0.8	..	..	..	1	
Total, Difference	69	42.0	5	22	31	2 weeks	21	17.7	1	5	12	3	
No company pay, but time off for 1 week	1	0.6	..	..	1	15 days	1	0.8	..	..	1	..	
2 weeks	27	16.5	2	10	12	1 month	2	1.7	..	2	..	..
1 month	2	1.2	..	1	..	90 days	1	0.8	..	..	1	..	
90 days	1	0.6	..	..	1	Time required	18	15.2	1	7	7	3	
Time required	18	11.0	1	6	9	Time based on service record and work load requirement	1	0.8	..	..	..	1	
Time based on service record and work load requirement	1	0.6	..	..	..	Period not shown	37	31.2	1	11	19	6	
Period not shown	39	23.9	1	13	21	Total, No Pay...	82	69.0	3	25	40	14	
Total, No Pay	89	54.4	4	30	43	Half days' pay for 10 days...	1	0.8	..	..	..	1	

^aIn one company, employee may have 4 additional weeks' leave without pay.^bIn one company, applies only to those with at least 6 months' service.^cIn one company, only if duty is ordered. If optional duty, leave without pay.

but it also continues to have a direct responsibility for the protection of life and property in time of local disaster and civil disturbance. Too, the National Guard has conducted summer training programs for a longer period of time than the reserve units. These factors may partly explain the favorable cooperation with the National Guard by some participants in this survey as compared with the other Reserve units. For instance, 42% of the cooperators make up the difference in pay for hourly workers who take Guard training, but only 27% do likewise for hourly workers in the Organized Reserve Corps.

Like the National Guard, most of the Organized Reserve Corps units (Army, Navy, Air Forces) have completed plans for their 1948 training programs. In some instances, these units will require additional budgetary appropriations before they can expand their training activities. Current Congressional debate on UMT, on a revived Selective Service Act, and on an increased budget for the Armed Forces may affect the final programs of some of these Reserve units.

Commanders of National Guard and Organized Reserve Corps units are now actively encouraging

employers to make the necessary training time available to their employees. Although an employee volunteers for membership in these peacetime military organizations, he is expected to participate in the annual two-week training where so prescribed. Employers are under no legal obligation to grant the necessary training time off, but an employee may lose his National Guard or Reserve status if he fails to meet these requirements.

COMPANY POLICY STATEMENTS

In many companies where time off is granted for reserve training, a definite policy statement has been announced to the employees. Following are a few examples of such statements:

Leave Granted with Full Pay

In addition to regular vacation, permanent employees who participate in the National or State Guard, Reserve Officers Training Corps, or Naval Reserve programs, when ordered to report for military training, will be allowed leave of absence with pay. The time devoted to reserve military training will be excluded from computing

vacation to a maximum of two weeks' military leave.—(An Eastern bank)

Leave Granted with the Company Paying the Difference Between Government Pay and Company Pay

Any employee who is called out for normal Naval Reserve, National Guard Camp, or Officers' Reserve Corps duty will be granted a leave of absence for that period provided that it does not exceed three weeks, and, upon the recommendation of his department head, will be paid the difference between what he receives for active service and the base pay he would have received while at work, except when such tour of duty is taken during the regular vacation.—(An Eastern manufacturing company)

Leave Granted Without Pay

Employees who are members of the National Guard or the Organized Reserve Corps will be allowed a two-week leave of absence without pay, for yearly field training. Such leave of absence will not affect the employee's seniority status, nor his standard vacation period.—(An Eastern manufacturing company)

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Industry Holds Open House

THE public is curious as to what goes on within factory walls, and given the opportunity, will trudge enthusiastically for miles on a circuit of operations and listen avidly to explanations of why the metal is poured in here and why it looks as it does when it comes out there. If father, mother, sister or brother works in the plant, the tour is of even greater fascination to the visitor. The doubter need only observe the "gate" of some of the open houses held by industries since the war—30,000 visitors, for instance, in a single day at the Youngstown, Ohio, plants of the Carnegie-Illinois Steel Corporation, the Youngstown Sheet and Tube Company and the Republic Steel Corporation.

FOR FEE OR FOR FREE

"Gate" with its connotation of admission fee, is hardly the apt term to employ, since ordinarily everything in connection with open-house programs is without cost to those invited, including music, refreshments and souvenirs to carry home. Not that this is the clue to the evident popularity of factory and office tours—the fact that they are free. People will even pay for the privilege. At the Homestake Mining Company at Lead, South Dakota, for instance, where a fee is charged for regular tours of above-ground operations, crowds of visitors daily through-

out the summer months wait their turns to be led by college student guides who lecture *en route* on the gold-refining processes.

With the lifting of wartime restrictions, many companies are again providing guides for plant tours, as a regular daily feature for any who care to visit the plant or for especially invited parties such as students or civic groups. And many are resuming or inaugurating a special family or open-house day or days in which the families of employees, their friends and members of the community are invited to visit the plant.

In a survey of many miscellaneous activities in American business, recently published by THE CONFERENCE BOARD, it was found that nearly 7% of the 3,498 companies surveyed are now conducting open-house programs. The percentage of manufacturing companies that are doing it is only slightly greater than in the nonmanufacturing group. As probably would be expected, the figures show that the practice is more prevalent among the larger companies than the smaller, but even among those with fewer than 250 employees there are some that hold open house. Of this group, 2.3% report the practice, while among companies having between 250 and 1,000 employees, the percentage is 5.3. More than 10.5% of the companies having between 1,000 and 5,000 em-

ployees are holding open house, and nearly 18% of the very large companies with more than 5,000 employees.

OCCASION FOR PROGRAMS

The completion of a new building or plant may be the inspiration for the open house. The National Twist Drill and Tool Company, at Rochester, New York, recently opened the doors to its new plant there to employees' families and townspeople in a two-day open-house program. Veeder-Root, Incorporated, likewise held an open house to welcome employees, neighbors and friends to its new building in Hartford, Connecticut. The Jaqua Company, advertising agency at Grand Rapids, Michigan, held a three-day open house and art exhibit when its new offices were opened last year. When its handsome new building was completed last winter, the City National Bank & Trust Company in Kansas City welcomed employees' friends and customers with an open-house celebration.

Anniversaries also provide the occasion for open-house programs. To celebrate its sixtieth anniversary in March of last year, Johnson & Johnson, manufacturers of pharmaceutical products, carried out an open-house program that extended over a two-week period. On Monday morning the company's board of directors and executives were given a preview of an exhibit of hundreds of the company's products assembled in a reconverted building of the plant in New Brunswick. Following this, the exhibits were visited by retired employees of the company, more than two hundred of whom had received invitations. Then during the week, on special invitation, many groups of New Brunswick citizens visited the plant. Each group was greeted individually in a conference room, where its members were given a brief explanation of the organization and the significance of the anniversary to the community, following which guides took the visitors on a tour of the plant to view the manufacturing operations. Exhibits in especially designed booths brought out many of the company's policies and practices as they affected employees of the company.

The thirty-fifth anniversary of the Stewart-Warner Corporation in Chicago was celebrated recently by an open house attended by more than 15,000 employees and members of their families. Here, too, a display of thousands of company products supplemented a tour of the plant. Signs and displays described operations being performed, and foremen and department heads gave further explanations to the interested guests.

Some companies used reconversion from wartime production to peacetime manufactures as the keynote for issuance of the first invitation to members of the community to view the inside of the plant. Most, however, that have inaugurated open-house programs

within the last two or three years have built them around no particular event but in response to a desire to have employees, their families and friends and members of the community in general become better acquainted with the company.

WHO ARE INVITED

The majority of open-house programs are limited to a single day, although some extend over two or three days and even longer. The open house is primarily for employees' families, although the term is often freely interpreted so that friends can be included. If the plant is open to visitors for more than one day, the first day usually is reserved for employees' families, with the public invited later. Most company executives feel that the fostering of better community relations begins with the employee's family, and if only one group is to be reached, attention should be focused there.

The Hamilton Foundry and Machine Company at Hamilton, Ohio, began its open house last October with a family day on Saturday, and invited the general public on Sunday. Special tours were arranged for groups of students from city public and parochial schools. The open house of the Pittsburgh Plate Glass Company extended over three days. Employees' families were invited for the first day, community leaders on the second, and the general public on the third.

Invitations issued by the Worcester Pressed Steel Company at Worcester, Massachusetts, to its open house, called "Ladies' Day," were limited to wives, daughters and mothers of employees. After inspection of the plant, where the guests could observe their men at work, the ladies were given a luncheon in the company cafeteria.

While youngsters in their teens are often among the most alert and interested tourists, and special invitations frequently are extended to groups of school children, smaller children tend to become tired and irritable on open-house tours and lessen the enjoyment of their elders. Thus, in issuing invitations, companies sometimes set a minimum age limit on their guests. The Goodyear Tire & Rubber Company in Los Angeles welcomed children twelve years of age or over to its open house last year. The invitation extended by the Youngstown Sheet & Tube Company was to all over fourteen years of age. Special buses were provided for high school children, some coming from rural high schools as far distant as thirty miles.

To make sure that mothers of young children can attend, some companies on their open-house days provide for the children's care. At Veeder-Root, for example, nurses were on hand to take charge of the small children, and at the Stewart-Warner open house a nursery was set up at the plant (provided, inci-

dently, with playthings made from company products).

When the Rheem Manufacturing Company last year held open house for the first time in plants in Maryland, California, Alabama, Illinois, Texas and Louisiana, stockholders, distributors and dealers handling the company's products were included in the invitations; that is, individuals in these groups who lived in areas near the plants. All employees and their families were invited. One shift kept the plant in operation while the other shift and their families toured the plant.

A series of open-house nights was held by the American Rolling Mill Company at Middletown, Ohio, last year, with various departments serving in turn as host. Invitations were extended only to families of the employees. This company finds the smaller crowds much easier to handle than the throngs attending a single open house during the year. More attention can be given to individual guests in a departmental open house, American Rolling Mill executives believe, and, accordingly, the visitors get more out of the tours.

HOW INVITATIONS ARE ISSUED

In extending invitations, varied methods are used. If the entire community is asked, the invitation is sometimes in the form of advertisements in the local press. In the case of the two-day community open house held by the West Virginia Pulp and Paper Company in Covington, Virginia, last July, advertisements inviting all neighbors were published in newspapers in surrounding communities for a week preceding the event. Photographed views of the plant were used in the advertisements, each of which emphasized a special exhibit at the open house or a contribution by the plant to the community.

Veeder-Root mailed to the employee's home a booklet bearing the employee's name hand lettered on the cover, and the text extended an invitation for the entire family to visit the plant. Employees of the Rockbestos Products Corporation at New Haven, Connecticut, received letters that were personally signed by the president of the company and mailed to their homes. A first letter was sent a month preceding the open house and was followed by a second, two weeks later, with an enclosure suggesting the best hours for employees to invite guests to attend. It was recommended that the employee invite his friends or relatives for hours during which he, himself, was working. Two family days were held in this plant, one on Saturday, the second on the following Friday. The employee could attend on an evening when he was not working and escort a group through the plant. Office employees were invited for the second evening. A self-addressed, stamped postcard enclosed in the second letter, on which the employee could indicate

how many would be accepting the invitation, gave the company an idea of approximately how large a crowd to expect. Through the foremen, tags were distributed to employees to give to their guests.

In addition to the letters sent to employees, management wrote to the mayor and other leading public officials and also extended special invitations to industrial associations in the city. Newspapers and radio stations carried announcements of the open house.

Several weeks prior to an open house held by the Spicer Manufacturing Corporation at Toledo, Ohio, during wartime, every Spicer family received through the mail a booklet describing how the company was assisting the war effort. Then about a week before the open-house date, a letter of invitation, signed by the executive vice president of the company and carrying the names of the labor-management committee in charge of the program, was sent to each family. On the back of the letter was a picture of the plant, with arrows indicating where visitors could park their cars. Posters calling attention to the open house were on all plant bulletin boards the week immediately before the event.

Representatives of the Carnegie-Illinois Steel Corporation personally visited schools to issue invitations to attend that company's open-house program, and, as a result, in several communities children were given a half holiday so they might visit the plant in Youngstown.

When the Willow Run Bomber Plant operated by the Ford Motor Company was thrown open to public inspection on open house days during wartime, guests obtained admission tickets through Ford, Mercury or Lincoln dealers.

News releases sent to local newspapers and radio stations are a frequently used method of calling attention to open-house programs, as well as news stories in employee newspapers and magazines.

THE SPECIAL BOOKLET

Special booklets, as has been mentioned, are sometimes sent in advance of open-house days and serve as invitations. Some companies, instead, hand a booklet to the visitor at the beginning of the tour, to be consulted *en route* and to enable better understanding of what is observed. Others present a booklet to the departing guest, to be carried home as a souvenir of his visit and to refresh his memory concerning what he has seen.

The booklet given its guests by the Pennsylvania Transformer Company at Pittsburgh last year contained a welcoming statement by the president and vice president of the company and a list of the various departments to be visited, with a brief description of the work done in each. The booklet presented to open-house visitors of the Whitlock Manufactur-

ing Company at Elmwood, Connecticut, contained a message of welcome, a brief history of the company, photographs of a few of the company's products, a section describing employee-benefit plans entitled "Whitlock and its Employees" and concluded with a map of the United States showing locations of the company's offices and agents and a list of the principal products manufactured by the company.

At its family day two years ago, the Westinghouse Electric Corporation at East Pittsburgh issued a special souvenir booklet containing articles about the one hundredth anniversary of George Westinghouse and the sixtieth anniversary of the founding of the company, as well as information about the plants.

GUIDES AND TOURS

Westinghouse families went through the plant on a Saturday, which was not a regular work day in that company. Skeleton crews, however, kept operations going, and more than a thousand plant supervisors were at points of interest along the way to explain processes. Large signs identified machinery and products in the making.

Most companies arrange to have their plants in operation during open-house days. If the plant has a schedule of more than one shift, operations can proceed as usual, and employees can accompany their families and friends on their offshifts. Or, in a single-shift plant, a skeleton force can be used, made up of volunteers or employees who are especially selected, perhaps on the basis of long service or skill.

At Pitney-Bowes, Inc., in Stamford, Connecticut, machines were operated by employees who volunteered to work on open-house day in June of last year. The president, personnel manager of the company and the employee co-chairman of the company's industrial relations committee stood by the front door and shook hands with more than 5,000 visitors as they entered the plant. "Darn near broke their arms," commented employees admiringly, in retrospect. It is a more frequent practice among companies that hold open-house programs for the president and other officers to greet guests at the end of the tour, usually during the time that refreshments are served.

At the Rheem Manufacturing Company plants, a hostess at the door registered guests while other hostesses distributed programs and ushered visitors into a waiting room, where in groups of fifteen or twenty they were introduced to guards who conducted them on a tour of the plant. For guided tours, company experience has found twenty a good maximum number to handle with ease and satisfaction to the guests.

Plant supervisors served as guides at the A. C. Gilbert Company in New Haven, Connecticut. The president of the company welcomed the visitors over the public address systems, and various types of work

performed in each of the departments were explained by foremen.

At the Goodyear Rubber Company's open house, members of the Squadron, a group of college graduates being given all-round training in company operation, conducted the tours. Students at local colleges have been called upon frequently to act as guides in open-house programs. A specially instructed employee gave a prepared story about the work done in each department visited as guides conducted guests through the Pennsylvania Transformer Company. Of employees who have been pressed into service as guides for tours, members of advertising and personnel administration departments have been found especially effective by a number of companies.

The Hamilton Foundry and Machine Company allowed its guests to go through the plant alone, as fast or as slowly as they wished. The route of the tour was clearly marked, with exhibition points identified in a program and letter of welcome which were handed to each visitor upon registration. Guides were stationed at each area to explain particular exhibits or operations and to answer questions. An entire side of one of the foundries was fenced off for visitors, and a loud speaker system gave a running explanation of what was going on.

At the Spicer open house, each employee conducted his own home folks through the plant. A guidebook given to each guest contained a diagram of the tour, and the route was plainly marked with yellow guidelines in the aisles and arrow signs at the turns. The most interesting machines, departments and operations were spotlighted with large overhead signs which told what to look for and what was being done at these spots. The foreman and steward of each department was on hand, ready to answer questions and direct the groups on to the next point of interest.

Departments other than production are included in open-house tours. Any with which the average employee comes in contact are of interest to his relatives and friends—the locker rooms, for instance, cafeterias, recreation areas and medical department. At Rockbestos, the tour began in the employment office, where a new employee would first enter the plant. There the company's employment manager answered questions about the company's wages and working conditions. The next stop was in the first-aid room where nurses explained features of their work, such as the administering of influenza vaccine to employees who wanted it. Then a visit to the chemical laboratory, after which the guests went through the receiving department. Then through several departments in which the visitors could watch raw asbestos being converted into rovings and yarns, applied to wires and insulated.

Along the way, after the first third of the tour had been completed, the company's safety engineer ex-

plained a display of safety material, and half way through the tour the guest stopped at the cafeteria for ice cream, cup cakes, coffee and chocolate milk. After this rest, he proceeded through other production departments and the testing department where a demonstration was given of the tests that products have to survive before they are ready for shipment. Baking ovens and a look at the cable-insulating machines ended the tour in the factory, after which the route led to the offices. Each office was clearly marked, with brief explanations of what was done by the employees who worked there. The last stop was in the president's office, after which the guests were directed into a reception room, then to the main lobby where the members of a farewell committee presented them with souvenir booklets.

At the Youngstown Sheet and Tube Company, uniformed members of the plant protection department were on duty along the way to explain processes to visitors. A specified route was established for this open-house tour, with crowds permitted to move at their own pace. Plant guards—regular ones and others appointed especially for the day and stationed along the route—can contribute much to the success of a tour by directing visitors away from any potentially hazardous areas and also through preventing bottlenecks.

An interesting part of the tour of Carnegie-Illinois' Ohio works was a ride on the plant's railroad. Gondola cars fitted with park benches accommodated large groups of visitors at a time.

The tour at the West Virginia Pulp and Paper Company last fall had three phases. The first was a tour on foot, following arrows through a part of the plant. The route was well marked with explanatory signs, and guides were available throughout the area to answer questions. The second part of the tour was in a Greyhound bus, accompanied by a guide who explained parts of the plant passed during the trip, with a stop at the company's new wood-handling bridge. The third phase of the tour was at the employee's club house, where souvenirs were passed out and exhibits explained and where the guests were registered and given refreshments.

EXHIBITS AND DISPLAYS

Exhibits and displays along the route add considerable interest to open-house tours. Those prepared by the safety department and displays of finished products are probably used most frequently, but others depicting employee-benefit and activity programs and exhibits of an educational nature have proved very popular in a number of companies.

A permanent safety and hygiene display which is part of the induction procedure for new employees at the Hamilton Foundry formed the nucleus of a special safety display at that company's open house. It

showed health and safety equipment and appliances used in the plant. An exhibit of unsafe tools and equipment was made up of actual tools which through misuse or wear had become unsafe to use and had been discarded. Some of the heavy-duty industrial portable vacuum cleaners used to clean the plant were displayed, and also safety and hygiene equipment furnished free to employees whose jobs required it. Price tags on each of the pieces showed the cost to the company of the equipment.

A display of fire-fighting equipment and of safety goggles and safety shoes attracted interest, also a no-lost-time accident board which records the number of days the plant has maintained an unbroken safety record. An award by the National Safety Congress presented to the company for low accident frequency was also a part of the exhibit.

At the West Virginia Pulp and Paper Company's open house, a replica of a hand-operated Chinese paper machine alongside one of the company's modern paper machines was one of the principal exhibits. Other displays included a demonstration of how the company's sales dollar was spent, the consumer products made from paper and chemicals manufactured by the company and a large flow chart showing the process of making pulp, paper and chemicals at Covington.

On open-house day at the Ashland Corporation, a special exhibit was arranged in the cloth-inspection department which showed the raw stock as it was received by the company from the producer through the various manufacturing steps to the finished cloth. Instruments used for the checking and control of the quality through the many steps of manufacture were displayed. The equipment was set up under actual working conditions and an explanation of the operation and purpose accompanied each unit.

A barrel filled with silver dollars dramatized the company's payroll at an open-house celebration of the Monarch Machine Tool Company at Sidney, Ohio. At its open house in 1946, a room filled with war trophies brought back by World War veterans returned to their jobs traced the travels of these employees.

A special array of exhibits on Westinghouse's family day included a model electric railroad and a giant Pennsylvania Railroad Westinghouse locomotive. Housewives could see the complete line of Westinghouse appliances centered around a streamlined kitchen. Exhibits also showed the operation of various company employee-benefit plans such as group insurance, hospitalization and medical care.

Near the machine shop on the Youngstown Sheet and Tube Company's tour was an exhibit showing how much material is required to produce each ton of steel. Exhibits at the plant entrance of the Saginaw

Malleable Iron Division of General Motors showed the 350 different castings made there.

If a company makes parts that are not assembled in the plant but are utilized in the manufacture of products made by other companies, the cooperation of these companies or their local distributors is sometimes obtained, so that in the department where the part is made, open-house visitors can observe the ultimate use of the manufacture. At the Hamilton Foundry, for instance, a number of machine-tool companies lent for display machine tools that had been made of the foundry's castings.

The company's regular industry show exhibit was one of the displays at the Rockbestos Products Corporation. The Pitney-Bowes tour included exhibits on sales and service, advertising and industrial relations.

REFRESHMENTS

Refreshments at open-house programs are kept simple—the kind that can be served without dishes and a minimum of service. Very often the refreshments are served in the plant cafeteria, which affords an opportunity for the visitors to see that part of the plant. Or the refreshments may be served in the employees' recreation room or clubhouse. While some companies provide refreshments *en route*, so that the visitors may have a chance to rest (this is done especially when the ground to be covered is extensive and much walking has to be done), the more general practice is to serve the refreshments at the end of the tour.

The Visinet Mill of Bemis Bro. Bag Company in St. Louis served ice cream, cookies and coffee in its cafeteria on open-house day. The Spicer Manufacturing Company served ice cream on sticks and cold fruit punch from one of the shop canteens. Veeder-Root dispensed coffee and doughnuts from the plant cafeteria. The Pennsylvania Transformer Company served ice cream, lemonade and cookies. The Hamilton Foundry served ice cream bars, doughnuts, coffee, milk and soft drinks and distributed candy suckers to children and adults alike. The five hundred employees, their families and friends who attended the open house given by the Whitlock Manufacturing Company last year were served a buffet lunch in the plant cafeteria. Caterers served refreshments from tables set on the front lawn at the Hercules Powder Company's plant at Mansfield, Massachusetts.

SOUVENIRS

Reference has been made to the fact that companies often present to departing guests booklets describing the plant, its operations and products. A copy of a special open-house edition of the plant newspaper can serve the same purpose.

Occasionally, too, the visitor is handed a memento of the tour in the shape of a small gift manufactured

in the plant. The Bemis Bro. Bag Company gave each guest a brightly colored, open-meshed bag and a booklet containing hints for fashion uses for emptied feed sacks, in addition to a booklet about the mill. As its visitors left the plant, the Hamilton Foundry and Machine Company distributed souvenir cast-iron paperweights, toy dogs and bottle openers.

ENTERTAINMENT

Music, talks, motion pictures or other types of entertainment sometimes supplement the other features of plant tours. At the completion of the tour at the Ashland Corporation, for example, guests gathered on the grass outside and listened to music until a style show started. Twelve girls, who had been chosen by their fellow workers from various departments, modeled clothing made from cloth manufactured in the mill. Each fabric was identified as it was shown. Guests at this open-house program had dropped numbered stubs into a ticket box as they entered the mill and after the style show there was a drawing of the lucky numbers, with finished cloth presented to the winners.

Professional clowns were employed to keep the children entertained at the open house of the Monarch Machine Tool Company. At the Clairton Works of the Carnegie-Illinois Steel Corporation a couple of years ago, a "vox pop" program was staged on the floor of an open hearth. A professional announcer gave a three-minute résumé of the open-house tour, and the general superintendent of the plant talked briefly. This was followed by an interview with an old-timer who had worked on the open-hearth for many years and interviews with the assistant superintendent of the shop, a school teacher with her pupils, a school principal and other representative visitors. A transcription made of the program was broadcast on the evening of open-house day over station KQV in Pittsburgh.

During the evening of one of the Rockbestos family days, the visitors on tour encountered a radio broadcast on the floor of the test and inspection department. A special events announcer from a local radio station talked with company officials, employees and visitors to obtain their reactions to family day.

A space was set aside on the third floor of the Visinet Mill of the Bemis Bro. Bag Company as a theater for the showing of the Bemis movie, "The King's Other Life." Motion pictures, like the pause for refreshment, afford an opportunity for guests to rest and enable them to better enjoy a long tour.

During wartime, when huge crowds attended open-house programs of airplane manufacturing companies, it was found that employees' bands and orchestras placed at strategic points added to the festive spirit of the occasion and also served to move crowds along more expeditiously.

The Allegheny Ludlum Steel Corporation uses a cartoon figure dubbed "Al," fashioned after the company's trademark, to symbolize the company in its advertising, employee publications, etc. At the first open house of the corporation held at Brackenridge, Pennsylvania, recently, "Al" (an actor in costume) served as host and greeted the visitors. The theme was carried throughout the plant with Al cutouts supporting signs that called attention to points of interest.

"Miss Gary," a young woman employee chosen for her beauty and personality, ruled as "Queen of the Gary Steel Works" during the open house held by that unit of the Carnegie-Illinois Steel Corporation.

OTHER ORIGINAL IDEAS

With the thought of following through on their open-house programs, some companies have introduced features enabling them later to carry on correspondence with the guests. Registration, either at the beginning or at the end of the tour, develops a valuable mailing list.

To encourage registration, the Weirton Steel Company on its open-house days last year held a contest, with cash prizes for all who visited one of the mills and who made out registration cards. The contest was open to three classes of contestants: (1) Weirton Steel employees; (2) school children; and (3) all other visitors. Each person entering the contest was required to write a story or composition of between three hundred and five hundred words, giving his impression of what was seen during the trip through the mills on open-house day. At the end of his essay the contestant was asked to express his opinion on (1) whether the company should have open-house days again the next year and why; (2) what had impressed him most on his trip through the mills; and (3) what could be done, if open-house days were held again, to make the trip more interesting and instructive. Cash prizes of \$25, \$15 and \$10 were offered in each of the three classes.

At the open house of the Eclipse Machine Division of the Bendix Aviation Corporation in 1945, visitors filled in information requested on duplicate, numbered admittance tags, turned in the lower part and retained the upper. A drawing of the tags was held at the end of the day to determine the winner of a \$50 war bond.

At the Hamilton Foundry and Machine Company, picture postal cards showing various views of the plant were provided at a special mailing table. On the back of the cards was a pre-inscribed message, "Sorry, I didn't see you here at the Hamilton Foundry Open House today." Visitors were invited to sign their names and address the cards to their friends. Special clerks affixed one cent stamps to the cards before they were mailed. About three thousand were

sent out during the two days of the open house last fall.

To enable visitors to find the plant easily, Rockbestos placed signs on street corners and telephone poles, guiding visitors to the parking field where police helped to park their cars. At the Carnegie-Illinois Steel and Republic Steel plants, where the parking lots were at some distance from where the tours began, the companies provided buses to transport the visitors from the parking lots to the starting points.

Photographers circulating among the crowds during open-house tours can obtain human interest photographs for employee publications and the local press that will recall the open house for a long while after the actual event. The photographs often have more than local interest and can be placed in national magazines by the alert public relations man.

RESULTS OF PROGRAMS

The alacrity with which guests accept invitations to open-house programs and the many appreciative letters received afterward demonstrate definitively to a large number of companies that this is an eminently worth-while undertaking in the field of industrial and community relations. The neighbors obviously are eager to hear the story that the plant wants to tell.

After the Stanley Works in New Britain, Connecticut, had entertained employees and their families and other citizens of the community at an open house in the fall of 1946, the magazine *Connecticut Industry* pointed out signs manifested during the event that indicated the beneficial results of the project.

"First and most notable was the employees' learning the importance of their jobs, and what is equally notable and important, their families' learning just what their breadwinners were doing.

"Another most unusual result was made evident by the young people of working age who observed the modern building with its tinted walls and innumerable fluorescent lights. These people realized that a job in the factories of the Stanley Works was perhaps more desirable than a white-collar position in an office. Personnel executives stated that immediate reaction was noted following the first day's opening, when applicants for jobs called at the office and filed their names for future employment—and this in a tight labor market!

"A great deal of good will was created between employees themselves in their own division, and between other divisions—they learned that fellow members of the Stanley family were fine workmen, were human, and were faced with the same problems.

"Executives and employees alike stated that this open house will have a strong influence over labor contractual relations and will provide a friendly basis for any negotiations which might occur in the future. Many of the officials believe that such an employer-employee exhibition should be held at least once a year to impress upon

coming generations the desirability and importance of being a member of the Stanley Works family."

The favorable effect of open house on recruitment of employees has been noted by officials of the Bigelow-Sanford Carpet Company. In 1943, when the man power shortage was acute, top management of this organization instituted two surveys to find out why extensive advertising in Thompsonville, Connecticut, and Amsterdam, New York, had failed to recruit any appreciable number of workers for the company's mills in these locations. The surveys brought out a pressing need to improve community relations in both places. Many company plans such as safety provisions, designed for the well-being of employees, were completely unknown to the community as a whole, and many benefits planned to aid employees were badly misunderstood. Open houses, thereafter inaugurated, in which residents of the communities were invited to inspect the mills, according to the community relations manager of Bigelow-Sanford, are "paying off" in response of the two neighborhoods.

When an open-house program for subsidiaries of the United States Steel Corporation was first proposed, the operating department feared that there would be a production let-down. On the contrary, it was found that the series of open houses were followed by new production records. The Allegheny Ludlum Steel Corporation at Pittsburgh had the same experience. In the stainless sheet department, which

normally was overcrowded, the superintendent believed that making room for visitors on an open-house day would necessarily affect production detrimentally. But although a seven-foot aisle was cleared through the building and more than ten thousand visitors passed through in less than twelve hours, production in the department did not suffer. Pride in workmanship on the part of the employees had made up for any handicaps in the way of cramped space and distraction of the moving crowds.

Through the open house the employee acquires an understanding of how his own job fits into the whole and the importance of his particular contribution to the business, and instills a pride in his company. His family and friends are enabled to better understand the conditions under which he works and learn of the company's continuous efforts to improve them.

Information that visitors pick up of the operation of a single company helps them understand a little better the operation of industry as a whole and therefore they gain a clearer comprehension of the economic structure of the country. They come to realize, moreover, the interdependence of the company and the community. These are hoped-for objectives of open-house programs and the encouraging feature is that in some instances, at least, all have been realized.

GENEVA SEYBOLD

Division of Personnel Administration

Management Book Shelf

Handbook of Personnel Management. By George D. Halsey. New York: Harper & Bros., 1947. \$6.

Worker Response and Social Background. By Melville Dalton. *The Journal of Political Economy*, August, 1947, p. 323.

Full Productivity and Lower Costs Through Labor and Management Understanding. By John H. MacDonald. *The Controller*, September, 1947, p. 450.

Control and Reduction of Wage and Salary Expenses. By Stanley L. Balmer. *The Controller*, September, 1947, p. 458.

Operating Under The Taft-Hartley Act. New York: Commerce & Industry Association. Pamphlet. \$5.

The Guarantee of Annual Wages. By A. D. H. Kaplan. Washington: Brookings Institution. \$3.50.

Personnel Management. By Michael J. Jucius, Chicago: Richard D. Irwin, Inc. \$6.00.

Advertise to Get More and Better Suggestions from Employees. By David Markstein. *Printers Ink*, September 19, 1947, p. 62.

Intra-Union Disputes Over Job Control. By Simon Rottenberg. *The Quarterly Journal of Economics*, August 1947, p. 619.

The Operation of Job Evaluation Plans. By Helen Baker and John M. True. Princeton, New Jersey: Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1947. \$1.50.

Eleven Principles for Effective Communication Between Employer and Employees. By Harold E. Green. *Printers Ink*, September 26, 1947, p. 27.

Labor-Management Relations Under The Taft-Hartley Act. By Edwin E. Witte. *Harvard Business Review*, Autumn Number, 1947, p. 545.

Effective Use of Training Films. By Bernard Haldane. *Harvard Business Review*, Autumn Number, 1947, p. 637

Personnel-Mindedness in Management. By Samuel N. Stevens. *The Controller*, August, 1947, p. 338.

Personnel Research. Edited by Dewey B. Stig. Princeton, N. J. Princeton University Press. \$7.50.

Trends in Labor Relations

Pickets Turn "Sitdown" Customers

A NEW YORK cafeteria was recently the scene of the novel union technique of pickets turning "sitdown" customers. This technique resulted in a labor relations and legal battle between the cafeteria owner and the union leaders involved.

It all started when the leaders of a local AFL cafeteria workers' union decided to start a drive on a downtown New York cafeteria which they had been unsuccessfully trying to organize for years. Without notice, they placed a line of more than twenty pickets in front of the cafeteria. The picketing continued for several days.

In the course of discussions with the union leaders, the owner said that he would be willing to negotiate, provided a New York State Labor Relations Board election showed the union represented a majority of the workers. He said that he would not negotiate with them until after such an election. The picketing continued for several days, with no results achieved by either side.

The union leaders made the next move. They sent a group of pickets into the cafeteria about 10:30 a.m., which is shortly before the cafeteria's lunchtime rush hour. Each of the union's pickets bought a cup of coffee for ten cents, took it to a table, and then sat down. They occupied every seat and table in the cafeteria. When the cafeteria's regular customers came in they found the place already crowded. The cafeteria owner's regular customers then either ate standing up, or turned around and left. The union picket group remained in the cafeteria until about 2 p.m. This marked the end of the cafeteria's busy part of the day.

The Employer Countermoves

To countermaneuver the union, the cafeteria owner hired photographers to take pictures of the pickets. He also hired a detective agency to trace the hiring and sending in of the sitdown pickets. He then established a 35-cent minimum during the lunch period of 11:00 a.m. to 2 p.m. and posted notices to that effect. When the pickets saw the notices, they called union headquarters and spoke to the union leaders. They were instructed to pay the thirty-five cents and stay.

The cafeteria owner then posted notices stating that the cafeteria would be closed from 10:45 to 11:00 a.m. to prepare the cafeteria for the lunchtime rush hour. As usual, the union pickets filed in that morning at 10:30 and bought some food. At 10:45 the cafeteria owner pointed to the notices and requested

the pickets to leave. When some of them refused to leave the cafeteria owner had them arrested for disorderly conduct. The photographers took pictures of the disturbance and of the arrests that followed.

The next morning the union pickets again appeared at 10:30 a.m. When requested to leave at 10:45 some of them again refused and the arrest of about twenty pickets followed. The pickets were released on bail but required to appear in the Magistrates' Court for hearing. At the hearing, the pickets were found guilty of disorderly conduct and fined. This ended the union's use of its novel sitdown technique.

Protection on Year-to-year Checkoff

A New England manufacturing company recently signed a new dues deduction agreement with a CIO union. It provides for a year-to-year voluntary irrevocable checkoff in which the employer agrees to deduct dues and other monies from the worker's wages if the worker signs a checkoff authorization. The authorization is irrevocable for one year or at the termination of the contract, whichever is sooner. If the worker does not revoke his authorization during a specified period of time (usually two weeks) the checkoff is automatically renewed and is irrevocable for another year. The crux of this company's dues deduction agreement lies in this clause in the checkoff authorization card:

I further understand and agree that should I fail, during the two-week period preceding May 7, 1949, or any succeeding anniversary of such date, to exercise my right to revoke this assignment and authorization by giving notice thereof in writing to said company and said union, such failure on my part shall be construed, and the company and the union are hereby expressly authorized so to construe it, as a new affirmative authorization and assignment which shall remain irrevocable until the next succeeding anniversary date or until the termination of any collective bargaining agreement, whichever shall occur sooner.

A number of labor relations people, including the NLRB General Counsel's office and a prominent labor relations attorney,¹ have expressed doubt as to whether this type clause can be carried out and yet meet the requirements of the Taft-Hartley Act. To protect themselves, the negotiators have, therefore, included this clause in the checkoff authorization:

¹David P. Findling, Associate General Counsel, National Labor Relations Board, and Walter Gordon Merritt. See *Supplement to Management Record*, March 31, 1948, "Labor Problems Under the Taft-Hartley Act," Question 30.

Provided, however, that the provisions of this paragraph [above clause] shall not become binding upon me and shall have no force and effect, unless and until it shall have been determined by an opinion of the Attorney General of the United States or by a decision of the United States District Court for the District of Connecticut or some other proper authority that the procedure contemplated thereby is not illegal under the applicable laws of the United States.

Union-shop Election Letters

A multiplant company was faced with a number of NLRB-conducted elections for union-shop authorization. The industrial relations executives of the company decided to present a picture of the elections and their meaning to the workers.

To do this job, the company's executives evolved over a period of time several letters to their workers in order (1) to inform them on what they were voting for in the election; and (2) to state in clear and unmistakable terms the company's position on signing a union-shop contract.

The letters were signed by the works manager or the superintendent of the plants in which the elections were to be held. They were mailed so that workers would receive them a day before voting in such elections. The content of each letter varied somewhat from plant to plant, but was basically the same.

The following letter was one of the earlier ones used. It was sent to the homes of the workers of one of the company's East coast plants:

January —, 1948

TO ALL EMPLOYEES:

On February, —, there will be held an election at this plant. We want you to understand clearly what this election is about.

Should the majority vote "Yes," it means that the union may request the company to grant a union shop. In the past, the company has not granted the union shop, although it has been requested at each bargaining time. The company has not granted this because a union shop means that an employee must belong to the union in order to hold his job with the company. The company maintains the position that a man can hold his job whether or not he belongs to the union and will receive the same treatment from the company.

Should the majority vote "No," your relations with the company will continue as they have over the past. You will have the right to join a union when you see fit and withdraw from a union when you see fit.

The company will continue to recognize the union and to bargain with them on all questions of wages, hours, and working conditions as they have in the past.

Sincerely yours,
SUPERINTENDENT

The results of the East coast election on authorizing the union to sign a union-shop contract were: 78.3% in favor; 4.8% against; 14.5% did not vote; 2.4% voided ballots.

For their midwest plant, the company executives used the following letter, which they evolved on the basis of their experience with previous letters.

March —, 1948

TO ALL EMPLOYEES:

On March —, there will be an election at this plant. We want you to understand clearly what this election is about. It is this!

1. It is NOT an election to decide whether or not the union is going to represent you. *It already does.*

2. It IS an election to decide whether you and your fellow workers wish the union to request the company to grant a union shop.

Should the majority vote "No," this union shop issue will not come up during negotiations for our next agreement.

Should the majority vote "Yes," it means that the union may make such a request of the company. It does not mean that the company will grant it.

In the past, the company has not granted the union shop because the union shop means that workers are compelled to belong to the union in order to have the right to continue to work here. The company maintains that a worker can hold his job whether or not he belongs to the union and that anything else would be discrimination.

(Signed) Works Manager

The results of the West coast election on authorizing the union to sign a union-shop contract were: 70% in favor; 15% against; 15% did not vote.

In neither the East coast or midwest bargaining did the company executives accede to a union shop. A strike did not result. A contract satisfactory to both union and company was negotiated.

Unions Complying with Taft-Hartley Act

Sections 9 (f) (g) (h) of the Taft-Hartley Act requires that union officials file non-Communist affidavits and other data with the NLRB and Secretary of Labor. If they do not, their unions cannot secure the services of the NLRB. As of April 2, 1948, the National Labor Relations Board reported these 134 national and international labor organizations as complying with Section 9 (f) (g), and (h):

AFL

Actors & Artistes of America, The Associated
Radio Artists, American Federation of
Screen Actors Guild, Inc.
American Federation of Labor
Architects & Draftsmen's Union, Int'l. Fed. of
Asbestos Workers, Int'l. Ass'n. of Heat & Frost Insulators
and
Automobile Workers of America, United
Bakery & Confectionery Workers, Int'l. Union of America

Bill Posters, Billers & Distributors of U. S. & Canada
 Boilermakers, Iron Ship Builders & Helpers of America, Int'l. Bro. of
 Bookbinders, Int'l. Brotherhood of
 Boot & Shoe Workers' Union
 Brick & Clay Workers of America, The United
 Bricklayers, Masons & Plasterers' Int'l.
 Bridge, Structural & Ornamental Iron Wkrs., Int'l. Ass'n of Building & Construction Trades Dept.
 Building Service Employees' Int'l. Union
 Carpenters & Joiners of America, United Bro. of
 Cement, Lime & Gypsum Workers Int'l. Union, United
 Chemical Workers Union, Int'l.
 Cigar Makers Int'l. Union of America
 Coopers' Int'l. Union of North America
 Distillery, Rectifying & Wine Wkrs. Int'l. Union of America
 Electrical Workers of America, Int'l. Bro. of
 Engineers, Int'l Union of Operating
 Fire Fighters, Int'l. Ass'n. of
 Firemen & Oilers, Int'l. Bro. of
 Garment Workers of America, United
 Garment Workers' Union, Int'l. Ladies
 Glass Bottle Blowers Ass'n. of the U. S. and Canada
 Glass Cutters' League of America, Window
 Glass Workers Union of N. A., American Flint
 Glove Workers Union of America, Int'l.
 Grain Processors, American Fed. of
 Granite Cutters' Int'l. Ass'n. of America, The
 Handbag, Luggage, Belt & Novelty Workers Union, Int'l.
 Hatters, Cap & Millinery Workers Int'l. Union, United
 Hod Carriers' Bldg. & Common Laborers' Union of America, Int'l.
 Hotel & Restaurant Employees & Bartenders Int'l. League of America
 Insurance Agents, Industrial & Ordinary Council
 Jewelry Workers' Union, Int'l.
 Lathers, Int'l. Union of Wood, Wire & Metal
 Laundry Workers Int'l. Union
 Leather Workers' Int'l. Union, United
 Longshoremen's Assn., Int'l.
 Marble, Slate & Stone Polishers, Rubbers & Sawyers, Tile & Marble Setters, Helpers & Terrazzo Helpers, Int'l. Ass'n. of
 Meat Cutters & Butcher Workmen of N. A., Amal.
 Metal Polishers, Buffers, Platers & Helpers, Int'l.
 Metal Trades Dept.
 Molders & Foundry Workers Union of North America
 Office Employees' Int'l. Union
 Painters, Decorators & Paperhangers of America, Bro. of
 Paper Makers, Int'l. Bro. of
 Pattern Makers League of N. A.
 Photo-Engravers Union of N. A., Int'l.
 Plasterers & Cement Finishers Int'l. Ass'n.
 Plate Printers, Die Stampers & Engravers Union of N. A.
 Plumbing & Pipe Fitting Industry of the U. S. & Canada, United Ass'n. of Journeymen & Apprentices of the
 Potters, Nat'l. Bro. of Operative
 Printing Pressmen & Assistants Union of N. A., Int'l.
 Pulp, Sulphite & Paper Mill Workers, Int'l. Bro. of
 Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Bro. of
 Freight Forwarding System Board of Adjustments
 Retail Clerks Int'l. Ass'n.
 Roofers, Damp & Waterproof Workers Ass'n, United Slate, Tile & Composition
 Seafarers' Int'l. Union of N. A.
 Sheet Metal Workers Int'l. Ass'n.
 Stage Employees & Mov. Picture Mach. Operators of the U. S. and Canada, Int'l. Alliance of Theatrical

Stereotypers & Electrotypers Union of N. A.
 Stone Cutters Association of N. A.
 Stove Mounters' Int'l. Union of N. A.
 Street, Electric Railway & Motor Coach Employees of America, Amal.
 Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l. Bro. of
 Telegraphers Union of North America, Commercial
 Radio Officers Union
 Textile Workers of America, United
 Tobacco Workers Int'l. Union
 Wall Paper Craftsmen & Workers of N. A., United

INDEPENDENT

Associated Unions of America
 Broadcast Engineers & Technicians, Nat'l.
 Christian Labor Association of the U. S.
 Communications Workers of America
 Confederated Unions of America
 Die Sinkers Conference, Int'l.
 Engineers, Draftsmen & Associates, Nat'l.
 Federated Independent Union, Nat'l.
 Fertilizer & Allied Workers Union of America
 Foreman's Ass'n. of America
 Foundry & Metal Employees, Int'l. Bro. of
 Industrial Trades Union of America
 Life Insurance Agents, Int'l. Union of
 Machinists, Int'l. Ass'n. of
 Mailers Union, Int'l.
 Metal Engravers Union, Int'l.
 Metal Workers Union, Interstate
 Petroleum Union, Central States
 Petroleum Workers, Independent Union of
 Protective Workers of America, United
 Salaried Unions, National Federation of
 Shoe & Allied Craftsmen, Bro. of
 Shoeworkers Protective Ass'n., Inc.
 Soap & Edible Oil Workers Union
 Southwestern Ohio Telephone Workers, Inc.
 Texas Unions, Federated
 Tool and Die Craftsmen, Society of
 Utility Co-Workers' Association
 Utility Employees Independent Union
 Utility Workers of New England
 Watch Workers Union, The American

CIO

Automobile, Aircraft & Agricultural Implement Wkrs. of America, Int'l.
 Brewery, Flour, Cereal, Soft Drink & Distillery Workers Int'l. Union of United
 Clothing Workers of America, Amalgamated
 Gas, Coke & Chemical Workers of America, United
 Glass, Ceramic & Silica Sand Workers of America, Fed. of
 Inlandboatmen's Union of the Pacific
 Marine Engineers' Beneficial Ass'n.
 Marine & Shipbuilding Workers of America, Industrial Union of
 Newspaper Guild, American
 Oil Workers International Union
 Optical & Instrument Wkrs. Organizing Committee
 Paperworkers of America, United
 Plant Guards Organizing Committee
 Playthings, Jewelry & Novelty Workers Int'l. Union
 Retail, Wholesale & Department Store Union
 Rubber, Cork Linoleum & Plastic Workers of America, United
 Shoe Workers of America, United
 Stone & Allied Products Workers of America, United

Telephone Workers Organizing Committee
 Telephone Workers, American Union of
 West Virginia Union of Telephone Workers
 Textile Workers Union of America
 Dyers, Finishers, Printers & Bleachers of America
 Hosiery Workers, American Federation
 Utility Workers Union of America
 Woodworkers of America, Int'l.

JAMES J. BAMBRICK, JR.
Division of Personnel Administration

Labor Press Highlights¹

Strike Pamphlet for Seafarers

The Seafarers International Union, AFL (which assisted in the Wall Street picketing) plans to distribute, within its organization, a pamphlet entitled, "Strikes and Strike Strategy." According to the *Seafarers Log* (Seafarers Int'l Union of North America, AFL) the purpose of the pamphlet is to prepare "for any possible strike action" or picketing.

Union Officers Have Own Magazine

A new monthly magazine entitled *The Shop Leader* is being distributed to key people in Farm Equipment locals, according to the *FE News* (United Farm Equipment and Metal Workers of America, CIO). The publication is written for shop stewards, committeemen, and local officers. It features "material prepared by the various departments of the FE—research, education, legal, farm relations and organizational."

Union Runs "Want Ad" Column

The CIO Brewery Workers plan to run their own free employment service by means of a weekly want ad column in their official paper, *The Brewery Worker* (International Union of United Brewery, Flour, Cereal, Soft Drink, and Distillery Workers of America, CIO). Union members and employers will be invited to use this column.

Favors More Simply Written Contracts

An editorial in *The Painter and Decorator* (Brotherhood of Painters, Decorators and Paperhangers of America, AFL) suggests that a well-written, easily understood collective bargaining agreement will lead to improved relations between the employer and the union. It urges the use of "brief, clear and concise statements that can be digested by any ordinary workingman."

AFL Goes Underground in Czechoslovakia

The Free Trade Union Committee of the AFL has announced plans to carry on its fight against Communist

¹From the March labor press.

domination by going underground, according to the *UIU Journal* (Upholsterers' International Union of North America, AFL). Copies of the Committee's publication, *Free Trade Union News* will be printed in the Czech language and circulated clandestinely throughout Czechoslovakia. This magazine is already circulated secretly in the Soviet Zone of Germany and openly in Western Europe.

How Unions Weaken Bargaining Position

Union leaders who refuse to sign non-Communist affidavits and financial statements and boycott the NLRB actually weaken their unions' collective bargaining position, according to an editorial in *The Machinist* (International Association of Machinists, ind.). The publication points out that the NLRB can charge a union with unfair labor practices whether or not that union has complied with the act's provisions.

Craft Unions Favored

The American Pressman (International Printing Pressmen and Assistants Union of North America, AFL) states that the Taft-Hartley Act contains a "provision which would be beneficial for those unions which are built up along the principles of skill and craft." It reports an NLRB decision in the case of Wilson Jones favoring the establishment of separate craft groups. The publication states that this decision will "enable groups of printing pressmen who are now represented by industrial unions to carve out their separate craft group."

Finds Strike Figures Low

There have been 161 work stoppages a month since the Taft-Hartley Act as compared with 369 before the act was passed, according to an article in *The Typographical Journal* (International Typographical Union, AFL). The publication states that these figures do not indicate a high level of labor-management harmony, but rather a feeling-out period in which both labor and management are proceeding cautiously until they are more familiar with the meaning of the act.

Finds Handbooks Popular

More than 6,000 copies of the two handbooks "Handling Grievances" and "Production Problems" have been issued by the Steelworkers Organizing Committee, CIO, in the past year. Requests for the two handbooks have come from companies, employer organizations, unions, government agencies, news publications, and individuals, according to an article in the union's official publication, *Steel Labor* (1500 Commonwealth Building, Pittsburgh, Pennsylvania).

AFL and CIO Cooperate in Drive

The CIO Amalgamated Clothing Workers, the AFL Teamsters and the AFL Garment Workers have joined in a drive to organize 6,000 workers in the Los Angeles garment industry. The *Lithographers Journal* (Amalgamated Lithographers of America, CIO) reports that each union

has agreed to sign up only those workers under its own jurisdiction.

Union Awards Scholarships at Northwestern

Eight annual, unrestricted, general scholarships are being awarded by the Chicago Flat Janitors Union (AFL) for sons and daughters of its members. The scholarships are to be issued for one year, but may be renewed if the student maintains a satisfactory record. *The UCW News* (United Construction Workers, United Mine Workers of America, ind.).

Union Builds Up Film Library

The United Textile Workers Union (AFL) is compiling a film library as part of its educational program in New England, according to *The Textile Challenger* (United Textile Workers of America, AFL). The union has obtained sound picture equipment on parliamentary procedure, social security, democratic procedures, and the textile industry.

Wins Right To Approve Merit Increases

The Amalgamated Meat Cutters and Butcher Workmen's Union (AFL) has won the right to pass on individual merit increases given to employees under contract with the union, according to *The AFL Weekly News Service*. A circuit court of appeals handed down a decision enforcing an order made by the NLRB to J. H. Allison & Company, of Chattanooga, Tenn. The company had been ordered not to grant merit increases "without prior consultation with the union" and to give information requested by the union concerning merit increases which had already been granted.

Labor Briefs

The AFL is sending one hundred typewriters to the new anti-Communist French labor federation, the Force Ouvrière. The AFL appropriated \$10,000 for this purchase after it found the French organization was handicapped by a lack of office equipment.—*American Federationist* (AFL).

Boris Shiskin, AFL economist, was unanimously elected president of the National Bureau of Economic Research, according to the *AFL Weekly News Service*.

International Oil Worker reports that the new headquarters of the Oil Workers International Union, CIO, will be in Denver, Colorado. The union expects remodeling of the building to be completed by about September.

Members of the striking Air Line Pilots Association (AFL) in Tampa and St. Petersburg, Florida, recently picketed by skywriting.—*Labor Journal* (Misc. CIO and IAM unions in Virginia).

The New York and New Jersey AFL and CIO are sponsoring a joint radio program entitled "Labor Speaks." The program, which will run for thirteen weeks, will feature Philip Murray and William Green.—*St. Louis Labor Tribune* (AFL).

JANICE F. PACHNER
Division of Personnel Administration

Briefs on Personnel Practices

Mountain Playground Memorial for Employees

As a memorial to its employees who have fought in all wars since the establishment of the company, the Tribune Publishing Company of Johnstown, Pennsylvania, has equipped a 64-acre mountain playground for the year-round use of its employees and their families. It lies in a picturesque region about eight miles from Johnstown.

A modern fieldstone clubhouse contains large recreation rooms with fireplaces on the first and second floors, a kitchen and caretaker's quarters. Picnic shelters and fireplaces are scattered over the property, the largest accommodating up to fifty persons. A baseball diamond, volleyball courts, horseshoe courts and children's play center are among the other attractions. Employees of the Johnstown *Tribune* and the *Democrat* helped with the clearing and grading.

A board of managers composed of representatives from the various departments of the company has control of the play center, which has been named The Ridge. Charitable and civic organizations are permitted to use it with permission of the executive committee. G. B. S.

Art Club for Employees

Since its founding three years ago, an art club has attracted interest and enthusiasm among employees of the Toledo plant of the Owens-Illinois Glass Company. It is one of the many activities of the OnIzed Club there, the recreational association for all employees of the company.

The club, which meets weekly, provides the instruction—the services of a well-known Toledo artist—but individual members furnish their own paints and other equipment. Beginners are welcome, as well as more advanced students, and varied media are taught, including pencil, charcoal, pastel, water color and oils.

Each spring the organization holds an exhibit of the members' work, and some paintings executed by club members have been exhibited at the Toledo Museum of Art. G. B. S.

Scholarships for Employees' Children

The Henry C. Doherty Educational Foundation founded eight years ago has aided 135 sons and daughters of Cities Service Company employees in their college careers. This number includes fifty-nine who are now receiving scholarship grants at forty different institutions.

Experience with Stock Purchase Plans

FROM the many inquiries received lately by THE CONFERENCE BOARD, it appears that there is considerable interest in the subject of employee stock-purchase plans. A brief résumé of past experience with this form of employee thrift may be helpful to employers who are considering the sale of company stock to their employees.

OPERATIONS OVER TWO DECADES

During the decade ending in 1929, employee stock-purchase plans were very popular. In 1927, more than one million workers owned or had subscribed to over one billion dollars' worth of their companies' securities.¹

Experience with these plans was extremely unfortunate. After the stock market crash, even gilt-edge securities were selling at prices far below their former value. During the depression the Industrial Relations Section of Princeton University analyzed the fluctuations in market quotations of stocks in thirty-one companies with employee stock-purchase plans.² With the quotations of July 1, 1926, as a base of 100, the index of these stock prices rose to a peak of 115 in 1929 and thereafter dropped rapidly to 107 in 1930, to 72 in 1931, and to its lowest level of 14 $\frac{1}{8}$ in 1932—or a decline of one hundred points in three years.

At the time when stock prices were falling most rapidly, layoffs, part-time employment and lower wage rates forced workers to fall back on their savings. It is probable that many were obliged to sell their holdings at or near the low point and thus sacrificed a substantial portion of their reserves.

Stock-purchase plans had been adopted to encourage employees to save and to make them part owners in the business with a view to increasing their loyalty to the company. During the period 1929-1932, the plans failed by a wide margin to attain these objectives. As a result of this unfortunate experience most of the plans were discontinued.

In 1942, THE CONFERENCE BOARD made a study of employee thrift plans,³ which included an analysis of employee stock-purchase plans then in effect. Only twenty-one active plans were found in connection

¹National Industrial Conference Board, "Employee Stock Purchase Plans in the United States," 1928 (out of print).

²Princeton University, Industrial Relations Section, "Employee Stock Ownership and the Depression," Princeton, New Jersey, 1933, p. 7.

³Conference Board Reports, *Studies in Personnel Policy*, No. 42, "Employee Thrift Plans in Wartime."

with that study, even though a comparatively large sampling was made.

Even during the period 1934 to 1941, when conditions were nearing normal, experience with employee stock-purchase plans was not satisfactory, largely because of the wide fluctuations in stock prices. When prices increased, employees were prone to sell the stock in order to realize on their gains. When prices dropped, some were dissatisfied even though they did not sell the stock.

WHEN THEY WORK BEST

According to the results of this study, employee stock-purchase plans seem to work best when the stock is not listed on a stock exchange and therefore the employee is not upset by fluctuating market quotations. One method of safeguarding the employees' savings is to repurchase his stock at the price which he paid for it. The company giving such a guarantee may, however, experience a considerable loss if the stock quotations should continue at a level well below the price at which the stock is sold. Consequently, few plans included in THE CONFERENCE BOARD's survey contained this full guarantee.

In its periodic studies of the extent to which various personnel activities are carried on by American business, THE CONFERENCE BOARD found that the percentage of companies with stock-purchase plans for rank-and-file employees has been steadily decreasing. In the 1939 survey, the percentage of companies with such plans was 4.4%. In 1946, it had decreased to 2.9%, since out of 3,498 companies, only 102 reported having such programs.

A stock-purchase plan which has aroused considerable interest is that of the American Telephone and Telegraph Company, which has at various times offered stock to its employees. The latest offer was made in 1947. Regular employees who have completed six months or more of service are eligible to purchase this stock at \$150 a share in instalments of \$5 a month per share. These payments may be made either in cash or by payroll deductions.

The employee's interest is safeguarded by several provisions. If stock market quotations on the company stock should drop, the buying price of the employees' stock is reduced to twenty points below the market price, but not less than \$100 a share. The payments are completed in the month in which the amount accumulated in the individual's account equals \$150 or twenty points below the average price for that month (whichever is lower). An employee may cancel his subscription at any time and receive all his payments in cash, or, if he so elects, as many shares of stock as the money to his credit will buy.

F. BEATRICE BROWER
Division of Personnel Administration

Health and Safety for Vacationists

EST employees learn about vacation hazards too late and too painfully some companies are already beginning to assemble health and safety suggestions for publication in employee magazines.

Selection of topics is not a difficult task, according to several companies, since vacationists travel to all corners of the country and meet a wide variety of hazards. Nevertheless, they believe that it is a good idea to know something about employee vacation preferences before publishing material so that suggestions will be timely and helpful. Some of the most popular articles are those which are concerned with country and seashore holidays.

The fact that many people know about poison ivy, poison sumac and poison oak but comparatively few recognize them when they see them growing prompted the publication of the accompanying illustrated article "Maybe You're Itching To Know" in *General Motor Folks*, a publication of the General Motors Corporation. The presentation is more than just a discussion of the poison plants. It describes them, tells the reader how one gets poison ivy and suggests a course of action for unfortunate victims.

Another issue of *General Motors Folks* warns employees planning to visit the countryside against the danger of drinking raw milk. The article discusses the serious disease called undulant fever, which is caused by drinking raw milk taken from cattle infected with undulant fever germs. Considerable attention has been directed to this important subject in recent years but there are still many persons unaware of the manner in which the disease is contracted.

Since the memory of tortures suffered with last year's sunburn is usually forgotten by the time new vacation plans are in progress, several concerns report that suggestions on how to acquire a comfortable coat of tan are never amiss. *Westclox Tick Talk*, employee publication of the Westclox Division of General Times Instruments Corporation, published the accompanying article, "So You Want To Get a Coat of Tan," which gives advice about the dangers of sunburn. The material was prepared by the Policyholders Service Bureau of the Metropolitan Life Insurance Company.¹

Other popular topics direct attention to such subjects as the dangers involved in careless boating,

¹Articles prepared by the organization are available only to Metropolitan Group policyholders.

swimming alone, discarding lighted matches or cigarette butts which might easily cause serious forest fires, overfatigue from too much exercise and long hours of driving, and drinking water from brooks or streams of unknown sources. Several companies have provided information on procedures to be followed if fires occur in vacation hotels. Tactful reminders about safe driving and hints for back-seat drivers are reported helpful to both drivers and passengers.

Articles are generally compact and are frequently illustrated. Brevity is considered important since it encourages thorough reading and assimilation of the content.

ETHEL M. SPEARS
Division of Personnel Administration

So You Want To Get A Coat of Tan

Every year finds a host of willing martyrs to Ra, the sun god. These are the dupes who are determined to get a healthy-looking, bronzed tan, be the cost what it may. They lie under the sun's rays for hours, impatient that no results can be noticed immediately. But wait a few hours more! Their parched skin turns a fiery red and they toss through a sleepless night of blistered agony between sieges of chills and fever!

Sunburn is real burn. It may have serious and even fatal results if a large area of skin is involved. The result is similar to that when a person is burned from exposure to fire. Sunstroke, stomach and intestinal disorders, headache and fever, to say nothing of painful discomfort, are a few of the after-effects of severe sunburn.

Healthy for you! Doctors will disagree.

Prevention of sunburn is worth far more than any cure. The sun's rays are more intense during the summer months, and particularly so from 10 a.m. to 4 p.m. Hence during these times, exposure should be brief until skin resistance has been built up somewhat and until tanning has begun and the danger from a severe burn safeguarded. And don't let hazy days fool you; the rays of the sun responsible for sunburn are just as intense!

A safe rule is to be exposed to the sun for only a few minutes the first few times so that the danger of a burn is reduced and the skin tolerance is learned. Take sufficient clothing along to keep covered after a brief exposure. Blondes and redheads should be particularly careful since they usually tan slowly. Some people are unable to acquire a tan at all.

Some preparations are sold which may be helpful in preventing sunburn and in building up a tan. Their effectiveness will depend largely upon the skin peculiarities of each individual and such preparations should be used with caution and discretion.

If sunburn has occurred, it should be treated like any other burn. Baking soda and water, ordinary vaseline, or carbolated vaseline may lessen the discomfort. If sunburn is severe or there are serious after-effects, a doctor should be consulted.

SUNBURN IS NEARLY ALWAYS THE RESULT OF CARELESSNESS! (*Westclox Tick Talk*.)

Undulant Fever

With summer coming on, many of us will head for the country and the rivers or lakes. And, the chances are, some of us will drink that cool, delicious-tasting raw milk direct from the farm.

But—beware of that glass of raw milk. Treat it like a poison.

As a result of drinking raw milk this summer, many of us will come down with a disease that slowly undermines our health, perhaps permanently. Cure for this disease is very uncertain.

We have heard it called milk fever. Or Malta fever, for the island of Malta is where it was discovered draining the health of British soldiers. The doctors call it undulant fever.

This disease infects boys and girls, men and women. All cattle do not carry the disease—only about 12 per cent of all the cattle of breeding age in the country. But it is an easy disease for us to catch. And for human beings the disease is too serious a thing to let us take a chance on a glass of raw milk. Even raw milk from government-tested and certified cows may be swarming with undulant fever germs. Hogs and goats also may be infected, so beware.

Undulant fever does not often kill its victims. But it brings on a fever that may come and go, and it often makes invalids of formerly healthy, robust persons. The victims become listless, without energy or ability to think as clearly as they did formerly. At times it upsets the nervous system so much that the victims often think they have lost their minds. Or they merely become very much depressed. This can go on for a few months, or for many years.

Undulant fever symptoms are much like those of malaria, tuberculosis, typhoid fever, rheumatic fever or other acute infections. For this reason it is hard to detect. It may appear from a week to three months after using infected raw milk or other milk products. The acute form brings on high fever in the afternoon and evening, painfully swollen joints, severe chills and drenching night sweats. The infected persons lose any desire for food. These symptoms occur daily and lead to anemia and loss of weight.

Chronic undulant fever is harder to detect. So it is wise to suspect undulant fever when an irregular fever is present.

Keeping away from raw milk, and from food products made from raw milk, is the best way to keep away from undulant fever. For the sake of our future health, we should make it a rule to drink only pasteurized milk. If, during our summer visits to the country, raw milk is all we can get to drink—then we should boil it. This will remove the undulant fever threat and the danger of other infections.

There are from 4,000,000 to 12,000,000 persons in the United States suffering from undulant fever, according to public health authorities. Some hope is held for reducing the number of new cases in human beings as the

result of a new vaccine recently developed. This vaccine, when injected in cattle, is expected to cure the disease.

For the present, however, and until we know it is perfectly safe, we should stay away from raw milk if we want to remain healthy. ("Undulant Fever," by W. D. Tillson, M.D., in *General Motors Folks*)

Maybe You're Itching To Know

BY EDWIN J. NUGENT, M.D.
Medical Director, Rochester Products Division



If we know what poison ivy looks like—and poison oak and poison sumac—our vacations and picnics will remain as pleasant memories instead of nightmares with unbearable itching, salves and bandages.



POISON IVY

Poison ivy is the *only* ivy in this country with three leaves on the end of a long stalk. Its leaves may be smooth on the edges or somewhat notched. It grows as an erect bush two to four feet high, or as a trailing shrub or a climbing vine that may grow several feet high on trees, poles or along fences. To be safe, watch for three leaves.

Some persons say they can "get poison ivy just by standing near the plant without touching it." Probably you have heard others say they get it "when the wind is blowing just right." But these persons certainly must have touched the plants, or touched something that has been in contact with the poisonous weed, whether they realize it or not. For it is a scientific fact that the poison must be touched before the rash develops.

The smoke from burning poison ivy can't hurt us, but pieces of ivy in the smoke can do it. And don't fool yourself—absolutely anyone can get poison ivy.

Another poisonous plant with three leaves at the end of a stalk is poison oak. Its leaves look somewhat like small oak leaves—maybe. They also may have smooth edges and come to a blunt, rather rounded tip.

Poison oak may have bunches of white berries on a stem, which remain all winter and, if they are present, identify the shrub as poison oak. But, like poison ivy, these berries may not be found on all poison oak. The poison oak is a shrub-like growth that may be about three feet in height. It also may grow from 12 to 14 feet in height. The best help in identifying poison oak is to remember that both poison ivy and poison oak have three leaves on a stalk. It is good practice to stay away from three-leaved plants of this nature, and avoid anything that has touched them.

Poison sumac differs from the harmless sumac in its leaves which are wider, rounder in shape, and fewer in number. In place of the red fruits that form a definite spike of fruit, flower or seed above the main stem on harmless sumac, the poisonous type has slender hanging clusters of white berries. It usually lives in swamplands.

What if you touch one of these poisonous plants—or something that has touched one? Wash the exposed skin with strong soap and water—several times. Don't touch anything that has touched the poison. If the rash appears, don't doctor—it's better to see your doctor.



POISON OAK



POISON SUMAC

Dial In for Management News

A SYSTEM for prompt daily communication by top management with 1,600 foremen and supervisors has been installed by the Caterpillar Tractor Company of Peoria, Illinois. The system consists of a tape recorder which is connected with all in-plant telephones. Each day management prepares a message of 150 to 200 words, which is read into a microphone. The message then is played continuously from 11 a.m. on the day of recording until 9 a.m. on the following day. By simply picking up the telephone in his office and dialing a confidential number, a supervisor can tune into the message at any time during this 22-hour period. Caterpillar believes its installation, known as the *Management Communicator*, is the only one of its kind in any industrial plant in the world.

The problem of management communication is an acute one in any large organization. Various approaches have been developed in its solution. Some of them—conferences, supervisory manuals, newsletters, the open door, management clubs and company visits—have been described elsewhere by THE CONFERENCE BOARD.¹ Caterpillar emphasizes that the *Management Communicator* is a supplement to these other media. It has its own particular advantages—primarily those of speed and convenience—and it also has definite limitations.

The *Management Communicator* at Caterpillar carried a message by President Louis Neumiller on the first day. Referring to the new medium of communication, he said: "I'm sure it will be a great thing. Its purpose is to keep all of us up to the minute on many matters of vital importance."

On a given day the message may be concerned with sales and profit figures. The next day the labor relations manager may tell of an important meeting with union representatives. On the third day the factory manager may describe some new machines which have just been set up in one of the departments. In each instance the message is prepared by the person in charge of the activity, thus lending authenticity to it.

NO SERMONS

There are no pep messages or sermons. All recordings are based on factual information of general interest to management personnel. A humorous angle may be injected. Personal references may be made.

¹Studies in Personnel Policy, No. 80, "Communication within the Management Group," 1947.

If the company is entertaining a distinguished visitor, he may be asked to make the recording for the day.

The regular message may be interrupted at any point during the broadcast period. A special message can be prepared in a few minutes. A fire may have broken out at the warehouse. Management is anxious to get the facts disseminated as quickly as possible. Call lights throughout the plant are flashed and this is a signal to all supervisors that there is an urgent message on the *Communicator*. The supervisors get the facts and pass them on to the workers, minimizing the dangers of wildly exaggerated stories. Should there be a catastrophe in the neighborhood or an event of great seriousness to the country or to the world, again the facts can be shared quickly and steps taken to cope with the situation as far as possible.

BREVITY STRESSED

Each message is boiled down to a maximum of sixty seconds. Thirty supervisors can tune in the message simultaneously. Theoretically, thus, a total of 1,800 persons—or 200 more than comprise the management group at Caterpillar—can hear the message in one hour.

The *Management Communicator* was installed at Caterpillar by engineers of the Illinois Bell Telephone Company. Although it has been in operation but a short time, officers of the company already are convinced of its great value. Expenses of operation are nominal.

LIKE CALLING WE 6-1212

Citizens of New York, Chicago, Philadelphia, Boston, Washington and Baltimore are able to get weather information throughout the day by telephone, following a plan similar to that at Caterpillar. The telephone company refers to the plan as a Recording Announcing System. In New York, 450 persons can dial the weather number simultaneously.

One criticism which has been voiced is that the individual cannot talk back if he doesn't like the report being broadcast! Caterpillar is quick to admit that the *Management Communicator* does not permit a back-and-forth exchange of information. However, it is extremely useful for certain purposes, and it is used for these purposes. To accomplish all purposes of management communication, many plans must be developed and used.

STEPHEN HABBE
Division of Personnel Administration

Payroll Statistics in Manufacturing

ACTUAL and real hourly earnings and real weekly earnings rose in February but the other payroll statistics for all production workers in twenty-five manufacturing industries declined from January levels. Wage-rate increases reported in February averaged 0.3% for all workers in the twenty-five industries combined and more than 1% for all the workers in each of four separate industries—northern cotton, lumber and millwork, silk and rayon, and wool. The largest was in the wool industry where increases averaging 12.1% for 40.5% of the workers were reported.

October, 1945, was the last month in which hourly earnings were lower than in the preceding month. The

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1947 February.....	3.4%	10.6%
March.....	1.5	7.0
April.....	6.8	7.2
May.....	18.5	9.1
June.....	8.6	8.7
July.....	4.8	7.4
August.....	3.9	6.9
September.....	2.9	5.9
October.....	1.9	4.9
November.....	4.6	6.4
December.....	1.1	7.5
1948 January.....	2.5	8.0
February.....	3.2	9.5

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, TWENTY-FIVE MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

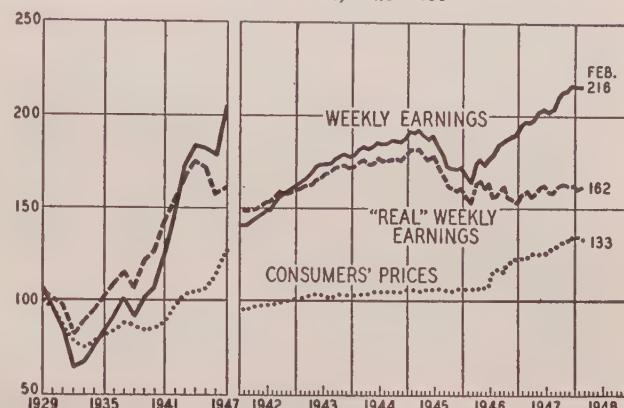
Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employ-ment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1947 February.....	\$1.279	\$52.10	40.8	41.0	236.4	192.7	195.8	159.6	82.9	128.8	106.8	252.2
March.....	1.285	52.10	40.6	41.0	237.5	190.2	195.8	156.8	82.5	128.8	106.3	252.2
April.....	1.304	52.79	40.5	41.0	241.0	193.1	198.4	159.0	82.3	128.6	105.8	255.1
May.....	1.329	53.65	40.4	41.0	245.7	197.2	201.6	161.8	82.1	127.9	105.0	257.8
June.....	1.347	54.25	40.3	41.0	249.0	198.6	203.9	162.6	81.9	127.4	104.3	259.8
July.....	1.354	53.61	39.7	40.9	250.3	197.7	201.5	159.2	80.7	125.5	101.3	252.9
August.....	1.367	54.29	39.7	40.8	252.7	197.1	204.0	159.1	80.7	126.2	101.8	257.4
September.....	1.383	55.96	40.5	40.8	255.6	196.3	210.3	161.5	82.3	127.6	105.0	268.3
October.....	1.386	56.60	40.9	40.9	256.2	195.7	212.7	162.5	83.1	127.9	106.3	272.0
November.....	1.395	56.78	40.8	40.9	257.9	195.5	213.4	161.8	82.9	128.8	106.8	274.9
December.....	1.401	57.54	41.1	40.9	259.0	193.9	216.2	161.8	83.5	130.1	108.6	281.3
1948 January.....	1.406	57.85	40.9	40.9	259.9	193.2 ^r	215.5	160.2 ^r	83.1	130.0 ^r	108.0 ^r	280.2 ^r
February.....	1.412	57.84	40.7	40.9	261.0	196.1	215.5	161.9	82.7	129.7	107.3	279.5

See footnotes on page 287

^rRevised

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



rise of 0.4% from January to February of this year, the twenty-eighth consecutive monthly increase, brought hourly earnings to \$1.412 in February, the highest point ever reached by this series. It was 27.1% more than the largest hourly earnings during the war, reached in June, 1945. At that time the average work week of 45.2 hours meant large premium overtime payments which have been greatly reduced by the drop in working hours to the 40.7 reported for this February. The effect of this loss of overtime pay on hourly earnings has obviously been more than overcome by the wage-rate increases obtained by the workers.

Part of the rise in hourly earnings since the last months of the war can be attributed to a change in the employment distribution. In June, 1945, 26.8% of the workers were women, and 60.2% were skilled men. This February, the proportion of women had dropped to 18.6%, and that of skilled men risen to 66.3%. This latter group, of course, has the highest earnings of the three, since the female group includes both skilled and unskilled workers.

Weekly earnings declined one cent between January and February, but were 10.1% greater than in February, 1947, and 87.3% above the average for January, 1941, the base date of the Little Steel formula. Although weekly earnings for the twenty-five industries combined showed practically no change over the month, the changes in the individual industries varied from a decline of 8.1% in the meat-packing industry to an increase of 5.1% in the wool industry.

Real weekly earnings, the measure of actual earnings adjusted for changes in the consumers' price in-

dex in terms of 1923 dollars, were 1.1% greater in February than in the previous month. They were 32.6% higher than in August, 1939, the last month before the outbreak of the war, but the February index was well below the peak for the series, which was in March, 1945. From January to February of this year, real weekly earnings rose in eighteen of the separate industries, and remained unchanged in one other.

HOURS AND MAN HOURS

The decline in working hours from January to February was small, amounting to only 0.2 hour, or 0.5%, and the average work week in February was almost the same as that of last February. The number of hours worked in a week varied widely among the individual industries, ranging from 38.2 hours in the automobile industry in February, to 44.7 in paper and pulp. Nominal hours (the scheduled number of hours of operation of a plant, shift or department) do not vary as much among the various industries as

EARNINGS AND HOURS, PRODUCTION WORKERS, FEBRUARY, 1948

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings in Dollars				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement.....	1.457	1.447	59.73	58.93	41.0	40.7	40.2	40.2
Automobile ¹	1.570	1.576	60.02	58.75	38.2	37.3	40.2	40.2
Boot and shoe.....	1.081	1.081	42.81	42.99	39.6	39.8	40.3	40.4
Chemical.....	1.475	1.476	58.42	58.63	39.6	39.7	40.4	40.4
Rayon producing ²	1.280	1.281 ^r	49.26	49.37 ^r	38.5	38.5 ^r	40.2	40.2
Cotton—North.....	1.218	1.178	50.02	48.72	41.1	41.4	41.8	41.9
Electrical manufacturing.....	1.430	1.433	58.14	58.76	40.7	41.0	40.3	40.3
Furniture ³	1.381	1.374	58.64	58.01	42.5	42.2	41.8	41.8
Hosiery and knit goods.....	1.162	1.151	45.83	44.79	39.4	38.9	41.1	41.2
Iron and steel ⁴	1.551	1.573	60.64	62.29	39.1	39.6	40.5	40.6
Leather tanning and finishing.....	1.352	1.346	55.60	56.21	41.1	41.8	41.7	42.0
Lumber and millwork.....	1.462	1.457	61.82	61.31	42.3	42.1	41.9	41.6
Meat packing.....	1.253	1.271	53.73	58.49	42.9	46.0	40.8	41.0
Paint and varnish.....	1.386	1.369	56.18	56.30	40.5	41.1	40.8	41.2
Paper and pulp.....	1.312	1.299	58.62	57.60	44.7	44.8	41.9	41.9
Paper products.....	1.234	1.223	52.20	51.52	42.3	42.1	42.2	42.2
Printing—book and job.....	1.586	1.575	65.93	64.91	41.6	41.2	41.0	41.0
Printing—news and magazine.....	1.780	1.769	71.06	70.08	39.9	39.6	39.8	39.8
Rubber.....	1.586	1.649	59.04	60.52	38.4	39.1	38.0	38.0
1. Rubber tires and tubes.....	1.692	1.710	63.47	65.74	37.5	38.4	37.3	37.3
2. Other rubber products.....	1.298	1.301	51.81	52.11	39.9	40.1	39.1	39.2
Silk and rayon.....	1.299	1.266	54.21	53.64	41.7	42.4	40.7	40.8
Wool.....	1.348	1.280	56.71	53.98	42.1	42.2	41.4	41.4 ^r
1. Woolen and worsted goods.....	1.363	1.245	57.94	52.86	42.5	42.5	42.0	42.0
2. Other woolen products ⁵	1.328	1.327	55.09	55.48	41.5	41.8	40.6	40.6 ^r
Foundries and machine shops.....	1.429	1.428	58.05	58.78	40.6	41.2	40.9	40.9
1. Foundries.....	1.488	1.437	58.75	59.10	40.9	41.1	40.4	40.4
2. Machines and machine tools.....	1.407	1.405	58.29	58.64	41.4	41.7	41.1	41.1
3. Heavy equipment.....	1.506	1.500	63.04	64.08	41.9	42.7	41.5	41.6
4. Hardware and small parts.....	1.344	1.343	54.74	54.74	40.7	40.8	40.7	40.7
5. Other products.....	1.426	1.424	55.98	57.10	39.2	40.1	40.7	40.7
25 INDUSTRIES.....	1.412	1.406	57.34	57.35	40.7	40.9	40.9	40.9
Cement.....	1.200	1.184	50.31	48.91	41.9	41.3	39.6	39.6
Petroleum refining.....	1.720	1.701 ^r	70.08	69.13 ^r	40.7	40.6 ^r	40.2	40.2
27 INDUSTRIES.....	1.414	1.409	57.46	57.45	40.7	40.9	40.9	40.9
Aircraft.....	1.425	1.423 ^r	55.19	55.06 ^r	38.7	38.7 ^r	40.1	40.1
Shipbuilding.....	1.586	1.591 ^r	62.57	64.46 ^r	39.5	40.5	40.3	40.3

See footnotes on page 297.

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS, FEBRUARY, 1948

Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls						
	Hourly, Actual		Weekly													
	Actual		Real													
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.				
Agricultural implement.....	262.1	260.3	217.1	214.2	163.1	159.3 ^r	207.9	205.7	172.1	169.1	451.4	440.6				
Automobile ¹	248.4	249.4	199.1	194.9	149.6	144.9 ^r	137.2	142.3 ^r	109.9	111.3 ^r	273.2	277.3 ^r				
Boot and shoe.....	205.9	205.9	177.5	178.2	183.4	182.5 ^r	108.1	107.9	93.3	93.5	191.9	192.3				
Chemical.....	290.4	290.6	226.8	227.6	170.4	169.2 ^r	202.7	202.6	158.7	159.0	459.7	461.1				
Cotton—North.....	273.7	264.7	235.5	229.4	176.9	170.6 ^r	45.0	44.8	38.7	38.8	106.0	102.8				
Electrical manufacturing.....	251.8	252.3	214.6	216.9	161.2	161.3 ^r	275.8	277.7	234.7	238.3	591.9	602.3				
Furniture ²	267.1	265.8	235.1	232.6	176.6	172.9 ^r	147.4	140.4	130.0	123.0	346.5	326.6				
Hosiery and knit goods.....	304.2	301.3	259.4	253.5	194.9	188.5 ^r	97.4	97.0	82.9	81.5	252.7	245.9				
Iron and steel ³	260.2	263.9	177.2	182.0	133.1	135.3 ^r	128.2	127.2	86.9	87.3	227.2	231.5				
Leather tanning and finishing.....	278.2	277.0	240.1	242.7	180.4	180.4 ^r	75.2	75.8	64.9	66.6	180.6	184.0				
Lumber and millwork.....	309.1	308.0	264.0	261.8	198.3	194.6 ^r	54.8	56.1	46.9	47.7	144.7	146.9				
Meat packing.....	264.9	268.7	228.2	248.5	171.5	184.8 ^r	111.2	114.2	96.0	105.7	253.8	238.8				
Paint and varnish.....	246.2	243.2	214.0	214.5	160.8	159.5 ^r	176.9	173.6	153.4	152.8	378.6	372.4				
Paper and pulp.....	260.3	257.7	224.8	220.9	168.9	164.2 ^r	150.2	150.2	129.6	128.4	337.6	331.8				
Paper products.....	270.0	267.6	233.6	230.5	175.5	171.4 ^r	196.6	198.1	171.0	171.6	459.3	456.6				
Printing—book and job.....	242.9	241.2	220.1	216.7	165.4	161.1 ^r	154.8	156.3	140.2	140.4	340.7	338.7				
Printing—news and magazine.....	256.9	255.3	227.5	224.4	170.9	166.8 ^r	154.2	154.6	136.8	136.0	350.8	346.9				
Rubber.....	245.4	247.4	210.6	215.9	158.2	160.5 ^r	143.1	143.6	122.6	125.4	301.4	310.0				
Silk and rayon.....	261.9	255.2	235.4	232.9	176.9	173.2 ^r	96.3	95.3	86.4	86.9	226.7	222.0				
Wool.....	266.9	253.5	236.6	225.2	177.8	187.4 ^r	88.8	87.8	78.7	78.0	210.1	197.7				
Foundries and machine shops.....	249.4	249.2	204.6	207.2	153.7	154.1 ^r	141.4	141.5	115.8	117.6	289.3	293.2				
1. Foundries.....	243.7	243.6	198.4	199.6	149.1	148.4 ^r	161.6	158.9	131.7	130.1	320.6	317.2				
2. Machines and machine tools.....	256.3	255.9	213.5	214.8	160.4	159.7 ^r	134.5	134.9	111.8	112.9	287.2	289.8				
3. Heavy equipment.....	224.8	223.9	190.9	193.9	143.4	144.2 ^r	112.7	113.6	95.8	98.4	215.1	220.3				
4. Hardware and small parts.....	262.5	262.3	220.6	220.6	165.7	164.0 ^r	146.8	144.5	123.2	121.5	323.8	318.8				
5. Other products.....	254.6	254.3	204.8	208.9	153.9	155.3 ^r	145.4	146.6	116.8	120.5	297.8	306.2				
25 INDUSTRIES.....	261.0	259.9	215.5	215.5	161.9	160.2 ^r	129.7	130.0 ^r	107.3	108.0 ^r	279.6	280.2 ^r				

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 industries," aircraft and shipbuilding.

See footnotes on page 237.

do the actual hours worked by the employees. The range in February was from 38 hours in the rubber industry to 42.2 hours in the paper and paper products industry. For all the industries combined, the average in February was 40.9 hours.

Man hours also dropped somewhat between January and February. They were slightly higher than in February, 1947, but lower than at any time during our participation in the war. Since October and November, 1943, when they were at their peak, man hours have declined 24.8%.

EMPLOYMENT AND PAYROLLS

The decline in employment over the month was too small to be important, amounting to only 0.2%. In fact, the month-to-month change in employment has not been greater than 2% since the 2.1% increase from October to November, 1946, and in only three months since then has it been larger than 1%. Even in the individual industries, only four showed changes greater than 2% between January and February. Employment in the furniture industry was increased 5%, the largest increase. The largest decrease—3.6%—was in the automobile industry.

Since weekly earnings were practically stationary,

payrolls followed the change in employment and also declined 0.2%. However, they were still, in February, 10.8% greater than the previous February and 1.4% above the wartime high of November, 1943. The peak for the series was last December, and the February index was only 0.6% lower.

CEMENT

Both earnings and hours rose from January to February in the cement industry. The increase in hourly earnings for all workers was 1.4% and that in weekly earnings 2.9%. The work week was lengthened 1.5%. Total employment changed little over the month, and the distribution of workers in the two labor groups was practically the same in February as in the previous month. All the averages for both the skilled and the unskilled workers rose above the January levels.

PETROLEUM

Increases in wage rates lifted the hourly earnings of petroleum refinery workers above the January average, which had been the highest for the series. The \$1.720 averaged in February was 1.1% greater than that peak. Both the unskilled and the skilled workers

shared in the higher earnings, the increase amounting to 0.7% and 1.1%, respectively. Working hours for the labor groups and for all workers combined were all increased 0.1 hour over the month, and weekly earnings were higher in all three cases. The proportion of skilled workers rose slightly, although total employment was somewhat lower in February than in the month before.

AIRCRAFT AND SHIPBUILDING

Payroll statistics for aircraft workers showed no significant changes from January to February. Employment dropped 0.3%, with the distribution almost the same in the two months. Hourly earnings of all workers rose 0.1% and their working hours did not change. The increases in the hourly earnings of both groups of male workers and of the women workers were equally unimportant.

Employment in shipyards dropped 1.5% between January and February. Most of the decline was in

the number of unskilled male workers so that this group, which had constituted 11.5% of the total in January, contained only 10.3% of the workers in the next month. The proportion of skilled male workers increased from 88.1% of the total in January to 89.3% in February. Average hours for all workers combined were cut 2.5% over the month and the consequent loss of premium overtime pay lowered hourly earnings 0.3%.

LABOR STATISTICS IN FEBRUARY

Hourly earnings rose 0.4% from January to February and 10.4% since February, 1947. They have risen 139.3% since 1929.

Weekly earnings showed no measurable change over the month but increased \$10.1% in the year period and 100.8% since 1929.

Real weekly earnings rose 1.1% from January to February. They were 1.4% greater than in February, 1947, and, since 1929, they have been increased 51.0%.

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS, FEBRUARY, 1948

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	All Male						Female					
	Average Earnings in Dollars				Average Hours per Week per Production Worker		Average Earnings in Dollars				Average Hours per Week per Production Worker	
	Hourly		Weekly		Feb.	Jan.	Hourly		Weekly		Feb.	Jan.
	Feb.	Jan.	Feb.	Jan.			Feb.	Jan.	Feb.	Jan.		
Agricultural implement.....	1.462	1.453	60.04	59.24	41.1	40.8	1.279	1.269	49.92	49.76	39.0	39.2
Automobile ¹	1.594	1.600	61.16	59.90	38.4	37.4	1.350	1.353	49.85	48.53	36.9	35.9
Boot and shoe.....	1.224	1.226	48.87	48.98	39.9	40.0	0.937	0.934	36.79	36.95	39.3	39.6
Chemical.....	1.538	1.538	61.26	61.47	39.8	40.0	1.068	1.079	40.81	41.80	38.2	38.8
Rayon producing ²	1.327	1.329 ^r	51.76	51.88 ^r	39.0	39.0 ^r	1.126	1.125 ^r	41.51	41.57 ^r	36.9	36.9 ^r
Cotton—North.....	1.283	1.251	54.74	53.80	42.7	43.0	1.120	1.067	43.48	41.71	38.8	39.1
Electrical manufacturing.....	1.515	1.520	62.75	63.70	41.4	41.9	1.175	1.175	45.37	45.28	38.6	38.5
Furniture ³	1.413	1.408	60.21	59.80	42.6	42.5	1.123	1.105	46.41	44.60	41.3	40.4
Hosiery and knit goods.....	1.586	1.570	66.03	64.47	41.6	41.1	0.921	0.913	35.23	34.51	38.3	37.8
Iron and steel ⁴	1.557	1.578	60.91	62.45	39.1	39.6	1.151	1.181	42.86	49.92	37.2	42.8
Leather tanning and finishing.....	1.376	1.372	57.41	58.15	41.7	42.4	1.179	1.163	44.28	43.85	37.6	37.7
Lumber and millwork.....	1.476	1.472	62.53	62.05	42.4	42.2	1.085	1.067	43.80	42.59	40.4	39.9
Meat packing.....	1.286	1.307	55.89	61.05	43.5	46.7	1.095	1.101	43.99	47.29	40.2	42.9
Paint and varnish.....	1.406	1.388	57.15	57.28	40.6	41.8	1.056	1.047	40.84	40.77	38.7	38.9
Paper and pulp.....	1.391	1.318	59.80	58.78	44.9	44.6	0.980	0.968	39.70	38.65	40.5	39.9
Paper products.....	1.339	1.326	58.58	57.62	43.7	43.5	0.959	0.953	37.30	37.15	38.9	39.0
Printing—book and job.....	1.786	1.776	76.52	75.45	42.9	42.5	1.082	1.076	41.81	41.22	38.7	38.8
Printing—news and magazine.....	1.889	1.880	75.78	74.96	40.1	39.9	1.107	1.105	42.90	42.13	38.8	38.1
Rubber.....	1.651	1.666	64.13	65.92	38.8	39.6	1.142	1.149	42.34	43.01	37.1	37.4
1. Rubber tires and tubes.....	1.745	1.766	66.44	68.94	38.1	39.0	1.327	1.332	45.15	46.32	34.0	34.8
2. Other rubber products.....	1.449	1.451	58.86	59.10	40.6	40.7	1.047	1.054	40.69	41.07	38.9	39.0
Silk and rayon.....	1.384	1.349	60.08	59.11	48.4	48.8	1.088	1.058	41.27	41.30	38.1	39.0
Wool.....	1.410	1.346	60.84	58.14	43.2	43.2	1.233	1.157	49.51	46.74	40.2	40.4
1. Woolen and worsted goods.....	1.423	1.303	62.21	56.73	43.7	43.5	1.276	1.161	52.10	47.60	40.8	41.0
2. Other woolen products ⁵	1.395	1.392	59.38	59.66	42.6	42.8	1.144	1.148	44.48	45.08	38.9	39.2
Foundries and machine shops.....	1.459	1.457	59.63	60.40	40.9	41.5	1.192	1.133	43.26	43.56	38.2	38.4
1. Foundries.....	1.445	1.444	59.04	59.89	40.9	41.1	1.211	1.213	48.90	49.20	40.4	40.6
2. Machines and machine tools.....	1.420	1.419	59.13	59.46	41.6	41.9	1.146	1.146	43.71	44.55	38.1	38.9
3. Heavy equipment.....	1.514	1.508	68.48	64.45	41.9	42.7	1.161	1.165	44.21	46.36	38.1	39.8
4. Hardware and small parts.....	1.897	1.896	57.66	57.72	41.3	41.3	1.067	1.063	40.79	40.25	38.2	37.9
5. Other products.....	1.472	1.469	58.09	59.34	39.5	40.4	1.158	1.159	44.12	44.52	38.1	38.4
25 INDUSTRIES.....	1.482	1.480	60.77	60.94	41.1	41.3	1.078	1.059	41.84	41.18	38.8	38.9
Cement.....	1.200	1.184	50.31	48.91	41.9	41.8	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.720	1.701 ^r	70.08	69.13 ^r	40.7	40.6 ^r	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	1.484	1.481	60.83	60.97	41.1	41.3	.....	.....	.....	.....	.....	.....
Aircraft.....	1.451	1.448 ^r	56.33 ^r	56.19 ^r	38.8	38.8 ^r	1.214	1.213 ^r	45.95	45.82 ^r	37.8	37.8 ^r
Shipbuilding.....	1.588	1.593 ^r	62.65	64.57 ^r	39.5	40.5 ^r	1.116	1.098 ^r	40.90	39.21 ^r	36.6	35.7 ^r

See footnotes on page 287.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS, FEBRUARY, 1948

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Unskilled						Skilled and Semi-Skilled					
	Average Earnings in Dollars				Average Hours per Week per Production Worker	Average Earnings in Dollars				Average Hours per Week per Production Worker		
	Hourly		Weekly			Hourly		Weekly				
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement.....	1.269	1.259	50.45	49.58	39.8	39.4	1.497	1.487	61.80	61.02	41.3	41.0
Automobile ¹	1.337	1.358	50.43	50.69	37.7	37.3	1.623	1.628	62.40	60.99	38.4	37.5
Boot and shoe.....	.694	.699	28.72	28.75	41.4	41.1	1.245	1.246	49.62	49.74	39.9	39.9
Chemical.....	1.292	1.286	51.80	51.84	40.1	40.3	1.600	1.602	63.64	63.89	39.8	39.9
Rayon producing ²	1.083	1.082 ^r	41.86	41.48 ^r	38.7	38.3 ^r	1.358	1.360 ^r	53.03	53.22 ^r	39.1	39.1 ^r
Cotton—North.....	1.187	1.140	49.43	48.17	41.6	42.3	1.320	1.294	56.84	56.03	43.0	43.8
Electrical manufacturing.....	1.237	1.238	49.66	50.40	40.1	40.7	1.556	1.560	64.71	65.66	41.6	42.1
Furniture ³	1.072	1.081	43.76	45.26	40.8	41.9	1.441	1.433	61.63	60.91	42.8	42.5
Hosiery and knit goods.....	1.034	1.036	46.49	46.49	44.9	44.9	1.644	1.625	67.92	66.14	41.3	40.7
Iron and steel ⁴	1.259	1.294	43.90	45.78	34.9	35.4	1.620	1.639	65.11	66.52	40.2	40.6
Leather tanning and finishing.....	1.152	1.152	47.25	47.42	41.0	41.2	1.409	1.405	58.89	59.82	41.8	42.6
Lumber and millwork.....	1.158	1.114	49.71	47.82	42.9	42.9	1.581	1.588	66.69	66.55	42.2	41.9
Meat packing.....	1.132	1.149 ^r	49.71	53.38 ^r	43.9	46.4	1.348	1.371 ^r	58.35	64.23 ^r	43.3	46.8
Paint and varnish.....	1.171	1.157	46.87	47.28	40.0	40.9	1.478	1.462	60.36	60.51	40.8	41.4
Paper and pulp.....	1.161	1.150	50.99	49.80	43.9	43.3	1.402	1.388	63.61	62.73	45.4	45.2
Paper products.....	1.095	1.085	46.19	45.64	42.2	42.1	1.424	1.408	63.12	61.86	44.3	43.9
Printing—book and job.....	1.227	1.236	51.88	52.56	42.3	42.5	1.988	1.975	85.60	88.91	43.1	42.5
Printing—news and magazine.....	1.334	1.339	51.91	51.74	38.9	38.6	2.060	2.043	83.42	82.26	40.5	40.3
Rubber.....	1.321	1.360	50.46	54.40	38.2	40.0	1.660	1.674	64.50	66.21	38.9	39.6
1. Rubber tires and tubes.....	1.390	1.440	51.43	56.02	37.0	38.9	1.755	1.774	66.89	69.29	38.1	39.1
2. Other rubber products.....	1.079	1.079	46.65	47.57	43.2	44.1	1.458	1.460	59.13	59.36	40.6	40.7
Wool.....	1.244	1.187	54.36	51.74	43.7	43.6	1.490	1.423	63.95	61.22	42.9	43.0
1. Woolen and worsted goods.....	1.285	1.190	56.20	51.65	43.7	43.4	1.504	1.369	65.73	59.72	43.7	43.6
2. Other woolen products.....	1.186	1.188	51.69	51.88	43.6	43.8	1.477	1.475	62.29	62.61	42.2	42.5
Foundries and machine shops.....	1.244	1.244	50.45	51.00	40.5	41.0	1.500	1.498	61.40	62.23	40.9	41.5
1. Foundries.....	1.263	1.261	52.37	52.26	41.5	41.5	1.507	1.507	61.27	61.81	40.7	41.0
2. Machines and machine tools.....	1.198	1.203	49.97	50.79	41.7	42.2	1.452	1.450	60.42	60.68	41.6	41.9
3. Heavy equipment.....	1.202	1.196	48.98	49.96	40.7	41.8	1.555	1.550	65.46	66.47	42.1	42.9
4. Hardware and small parts.....	1.219	1.234	50.33	51.15	41.3	41.5	1.450	1.445	59.80	59.69	41.2	41.3
5. Other products.....	1.299	1.291	50.48	50.89	38.9	39.4	1.503	1.500	59.45	60.88	39.6	40.6
24 INDUSTRIES ⁶	1.212	1.206 ^r	49.24	49.35 ^r	40.7	41.0	1.545	1.543	63.38	63.59 ^r	41.1	41.3
Cement.....	1.050	1.030	41.30	39.92	39.3	38.7	1.216	1.201	51.37	49.94	42.2	41.6
Petroleum refining.....	1.344	1.334 ^r	54.28	53.79 ^r	40.4	40.8 ^r	1.758	1.739 ^r	71.70	70.76 ^r	40.8	40.7
26 INDUSTRIES ⁶	1.212	1.206	49.22	49.31 ^r	40.7	41.0	1.546	1.544	63.43	63.60 ^r	41.1	41.3
Aircraft.....	1.180	1.179 ^r	45.55	45.39 ^r	38.6	38.5 ^r	1.457	1.454 ^r	56.57	56.43 ^r	38.8	38.8 ^r
Shipbuilding.....	1.230	1.233 ^r	46.11	49.28 ^r	37.5	40.0 ^r	1.627	1.640 ^r	64.56	66.57 ^r	39.7	40.6

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

Hours per week in February were 0.5% shorter than in January. Since last February they have declined 0.2%, and, since 1929, the drop has been 15.7%.

Employment declined 0.2% in February. It was 0.7% greater than in February, 1947, and 28.4% larger than the 1929 average.

Man hours were decreased 0.6% from January to

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁵Principally rugs.

⁶Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^rRevised.

February, but increased 0.5% since last February. Since 1929, they have risen 8.2%.

Payrolls in February were 0.2% smaller than in the previous month. They were 10.8% larger than during the same month of last year.

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Statistical Division

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1948		1947			Year Previous	Percentage Change	
		Feb.	Jan.	Dec.	Nov.	Oct.		Latest Month over Previous Month ¹	Latest Month over Year Previous
Clerical salary rates									
Billing machine operator.....	mode in dollars	....	....	....	....	35	....	....	....
Calculating machine or Comptometer oper.....	mode in dollars	....	....	....	....	35	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	28	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	40	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	40	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	40	....	....	....
Consumers' Price Index									
Food.....	1923=100	165.5	r 169.9	168.4	165.3	163.6	164.6	152.3	-2.6 +8.7
Housing.....	1923=100	95.5	95.5	95.5	94.8	94.8	91.0	91.0	0 +4.9
Clothing.....	1923=100	112.0	r 111.3	110.2	109.7	108.9	108.4	108.2	+0.6 +3.5
Men's.....	1923=100	129.3	r 128.1	126.4	125.8	125.0	124.3	124.4	+0.9 +3.9
Women's.....	1923=100	94.6	r 94.5	94.0	93.5	92.8	92.4	92.0	+0.1 +2.8
Fuel and light.....	1923=100	109.4	109.2	108.5	108.1	107.1	106.5	101.4	+0.2 +7.9
Electricity.....	1923=100	66.9	66.9	66.8	66.8	66.8	66.7	66.8	0 +0.1
Gas.....	1923=100	95.1	r 95.1	95.0	95.0	95.0	95.9	94.4	0 +0.7
Sundries.....	1923=100	133.9	134.0	133.0	131.6	130.8	129.9	126.9	-0.1 +5.5
All items.....	1923=100	133.1	r 134.5	133.6	131.9	130.9	130.2	124.8	-1.0 +6.7
Purchasing value of dollar.....	1923 dollars	.751	r .743	.749	.758	.764	.768	.801	+1.1 -6.2
All items (BLS).....	1935-39=100	167.5	168.8	167.0	164.9	163.8	163.8	153.2	-0.8 +9.3
Strikes (BLS)									
Beginning in period.....	number	p 200	p 175	120	150	175	200	296	+14.3 -32.4
Workers involved.....	thousands	p 70	p 75	30	45	60	75	75	-6.7 -6.7
Total man days idle.....	thousands	p 725	p 1,000	500	700	1,900	2,000	1,230	-27.5 -41.1
Turnover rates in manufacturing (BLS)									
Separations.....	per 100 employees	....	p 4.4	r 3.7	4.0	5.0	5.9	4.9	+18.9 -10.2
Quits.....	per 100 employees	....	p 2.7	r 2.3	2.7	3.6	4.5	3.5	+17.4 -22.9
Miscellaneous.....	per 100 employees	....	p .1	r .1	.1	.1	.1	.1	0 0
Discharges.....	per 100 employees	....	p .4	r .4	.4	.4	.4	.4	0 0
Layoffs.....	per 100 employees	....	p 1.2	r .9	.8	.9	.9	.9	+33.3 +33.3
Accessions.....	per 100 employees	....	p 4.6	r 3.6	4.8	5.5	5.9	6.0	+27.8 -23.3
Wage Earners									
All manufacturing industries (BLS).....									
Earnings, hourly.....	average in dollars	p 1.287	1.287	r 1.278	r 1.268	1,258	1,249	1,170	0 +10.0
weekly.....	average in dollars	p 51.52	52.17	r 52.73	r 51.29	51.05	50.47	47.29	-1.2 +8.9
Hours per production worker.....	average per week	p 40.0	40.5	r 41.3	r 40.4	40.6	40.4	40.4	-1.2 -1.0
Twenty-five manufacturing industries.....									
Earnings, hourly.....	average in dollars	1,412	1,406	1,401	1,395	1,386	1,383	1,279	+0.4 +10.4
weekly.....	average in dollars	57.34	57.35	57.54	56.78	56.60	55.96	52.10	0 +10.1
Hours per production worker.....	average per week	40.7	40.9	41.1	40.8	40.9	40.5	40.8	-0.5 -0.2
Employment.....	1923=100	129.7	r 130.0	130.1	128.8	127.9	127.6	128.8	-0.2 +0.7
Total man hours.....	1923=100	107.3	r 108.0	108.6	106.8	106.3	105.0	106.8	-0.6 +0.5
Payrolls.....	1923=100	279.5	r 280.2	281.3	274.9	272.0	268.3	252.2	-0.2 +10.8
Wage-rate increases.....	average per cent	9.5	8.0	7.5	6.4	4.9	5.9	10.6	....
Production workers affected.....	per cent	3.2	2.5	1.1	4.6	1.9	2.9	3.4	....
Manufacture and distribution of gas.....									
Earnings, hourly.....	average in dollars	....	....	....	....	a 1,261	1,126	....	+12.0
weekly.....	average in dollars	....	....	....	....	a 53.12	47.13	....	+12.7
Hours per wage earner.....	average per week	....	....	....	....	a 41.5	41.8	....	+0.5
Generation and distribution of electricity.....									
Earnings, hourly.....	average in dollars	....	....	....	....	a 1,395	1,277	....	+9.2
weekly.....	average in dollars	....	....	....	....	a 60.94	54.84	....	+11.1
Hours per wage earner.....	average per week	....	....	....	....	a 42.7	42.4	....	+0.7
Class I railroads ²									
Earnings, hourly.....	average in dollars	....	....	1,335	1,340	1,288	1,293	1,186	-0.4 +12.6
weekly.....	average in dollars	....	....	65.91	64.99	64.96	64.05	56.77	+1.4 +16.1
"Real" weekly earnings.....	1923=100	....	....	166.3	166.1	167.3	165.8	155.4	+0.1 +7.0
Hours per wage earner.....	average per week	....	....	49.4	48.5	50.4	49.5	47.9	+1.9 +3.1
Agricultural wage rates per month ³ (BAE).....									
With board.....	average in dollars	101.00	....	....	103.00	....	94.80	-1.9	+6.5
Without board.....	average in dollars	95.00	....	....	97.80	....	88.40	-2.9	+7.5
New York City metro. area, seventeen manufacturing industries.....	average in dollars	113.00	....	....	112.00	....	106.00	+0.9	+6.6
Earnings, hourly.....	average in dollars	1,446	1,440	1,431	1,439	1,438	1,401	1,331	+0.4 +8.6
weekly.....	average in dollars	58.56	58.61	58.81	58.42	58.81	57.30	54.84	-0.1 +6.8
Hours per production worker.....	average per week	40.5	40.7	41.1	40.6	40.9	40.9	41.2	-0.5 -1.7

¹Changes in Agricultural Wage Rates are quarterly.

²Derived from Interstate Commerce Commission reports.

³As of first day of month.

June, 1947

Preliminary

Revised

Slight Price Dip in February

FOR the first time since March, 1946, the consumers' price index for the United States registered a decline. THE CONFERENCE BOARD index for the country as a whole dipped to 133.1 (1923=100) in February, a drop of 1.0% from its all-time peak in January, and 0.4% from December, 1947.

The purchasing value of the 1923 dollar rose to 75.1 cents, 1.1% higher than its value in January, but 6.2% lower than in March, 1947, the nearest date a year ago for which indexes were compiled.

Retail food prices dropped 2.6% over the month, as compared with a month-to-month decline of 0.6% in October, 1947, the last date for which a drop is recorded. Except for fresh fruits and vegetables, nearly every item priced showed decreases.

The only other component which dropped from its February level was sundries, a heavily weighted major group, with a decline of 0.1%. Substantial cuts in soap prices offset rising costs of prescriptions, laxatives, and cosmetic creams.

Rent, which is surveyed quarterly, was not priced in February. Fuel and light costs rose 0.2%, as the result of higher anthracite and bituminous coal prices. Coke and fuel-oil prices were fairly steady, and gas and electricity rates showed no change.

For the second consecutive month, men's clothing showed greater increases than women's wear. Shoes, and men's suits and underwear continued rising, pushing the total clothing index up to 112.0, its highest level since December, 1920.

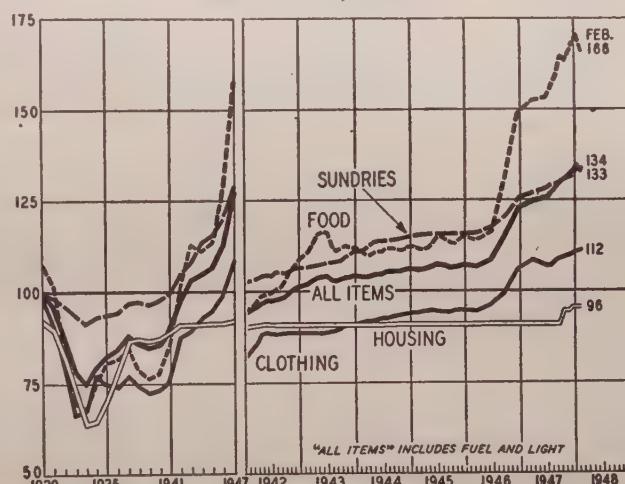
Each of the sixty-two cities for which individual indexes are compiled show January-to-February declines. For a marked concentration of cities, prices were lower by 0.5% to 1.5%, the entire range extending from 0.1% (San Francisco-Oakland) to 2.1% (Chicago). For the eleven-month period beginning with March, 1947, the median increase was 6.7%, with no city showing a decline.

The New Haven index has been revised from March, 1947, to date, to eliminate the effect of an error made in the food component. The changes in this component, plus a few other minor revisions, resulted in a new series for New Haven, which is available upon request.

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Statistical Division

Consumers' Price Index

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



CONSUMERS' PRICE INDEX FOR THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1947											
March.....	124.8	152.3	91.0	108.2	124.4	92.0	101.4	66.8	94.4	126.9	80.1
June.....	125.4	153.3	91.0	107.2	124.4	90.0	101.1	66.6	95.2	128.0	79.7
July.....	126.6	155.8	91.0	107.2	124.2	90.1	102.4	65.4	95.0	129.1	79.0
August.....	128.2	159.4	91.0	107.6	124.4	90.7	106.0	66.6	95.0	129.5	78.0
September.....	130.2	164.6	91.0	108.4	124.3	92.4	106.5	66.7	95.0	129.9	76.8
October.....	130.9	163.6	94.8	108.9	125.0	92.8	107.1	66.8	95.0	130.8	76.4
November.....	131.9	165.3 ^a	94.8	109.7	125.8	93.5	108.1	66.8	95.0	131.6	75.8
December.....	133.6	168.4	95.5	110.2	126.4	94.0	108.5	66.8	95.0	133.0	74.9
Annual average ^b	127.7	157.8	92.0	108.2	124.7	91.6	103.8	66.6	94.9	129.1	78.4
1948											
January.....	134.5 ^r	169.9 ^{br}	95.5	111.3 ^r	128.1 ^r	94.5 ^r	109.2	66.9	95.1 ^r	134.0	74.3 ^r
February.....	133.1	165.5 ^c	95.5	112.0	129.3	94.6	109.4	66.9	95.1	133.9	75.1

Percentage Changes

Jan. 1948 to Feb. 1948.	-1.0	-2.6	0	+0.6	+0.9	+0.1	+0.2	0	0	-0.1	+1.1
Mar. 1947 to Feb. 1948.	+6.7	+8.7	+4.9	+3.5	+3.9	+2.8	+7.9	+0.1	+0.7	+5.5	-6.2

^aRents surveyed quarterly, March 15, June 15, Sept. 15, December 15.

^bIncludes fuel as well as electricity and gas.

^cWeighted average of two quarterly indexes and six monthly indexes.

^aBased on food prices for November 17, 1947.

^bBased on food prices for January 14, 1948.

^cBased on food prices for February 16, 1948.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948		Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948
Akron						Chicago					
Food.....	218.7	223.9 ^r	205.0	-2.3	+6.7	Food.....	215.6	225.9 ^r	200.7	-4.6	+7.4
Housing ¹	117.6	117.6	113.9	0	+3.2	Housing ¹	120.4	120.4	105.8	0	+13.8
Clothing.....	154.8	153.4 ^r	146.3	+0.9	+5.8	Clothing.....	154.5	154.2 ^r	148.0	+0.2	+4.4
Fuel and light.....	144.1	143.8	124.3	+0.2	+15.9	Fuel and light.....	105.8	105.8	99.3	0	+6.5
Housefurnishings.....	184.0	183.7 ^r	128.0	+0.2	+4.7	Housefurnishings.....	148.3	148.3 ^r	142.0	0	+4.4
Sundries.....	143.6	143.7	137.2	-0.1	+4.7	Sundries.....	142.0	142.5	134.0	-0.4	+6.0
Weighted Total.....	162.2	163.5 ^r	152.8	-0.8	+6.2	Weighted Total.....	160.6	164.1 ^r	149.2	-2.1	+7.6
Atlanta						Cincinnati					
Food.....	219.7	226.6 ^r	215.1 ^r	-3.0	+2.1	Food.....	214.5	219.4 ^r	198.5	-2.2	+9.2
Housing ¹	107.2	107.2	99.2	0	+8.1	Housing ¹	105.8	105.8	100.9	0	+4.9
Clothing.....	154.0	153.1 ^r	147.6 ^r	+0.6	+4.3	Clothing.....	166.1	165.8 ^r	156.9	+0.2	+5.9
Fuel and light.....	128.5	127.0	114.8	+1.2	+11.9	Fuel and light.....	125.5	125.4	112.6	+0.1	+11.5
Housefurnishings.....	144.8	144.0 ^r	132.9 ^r	+0.6	+9.0	Housefurnishings.....	142.6	142.3 ^r	137.6	+0.2	+3.6
Sundries.....	136.1	136.3	128.6	-0.1	+5.8	Sundries.....	145.3	145.6	138.8	-0.2	+4.7
Weighted Total.....	157.8	159.6 ^r	150.6 ^r	-1.1	+4.8	Weighted Total.....	162.2	163.8	151.6	-1.0	+7.0
Baltimore						Cleveland					
Food.....	215.0	221.9 ^r	200.0	-3.1	+7.5	Food.....	211.0	217.1	192.9	-2.8	+9.4
Housing ¹	108.6	108.6	103.2	0	+5.2	Housing ¹	116.7	116.7	109.7	0	+6.4
Clothing.....	157.2	156.5 ^r	146.2	+0.4	+7.5	Clothing.....	164.4	162.9 ^r	158.8	+0.9	+3.5
Fuel and light.....	131.1	130.8	119.2	+0.6	+10.0	Fuel and light.....	126.9	126.5	112.1	+0.3	+18.2
Housefurnishings.....	164.0	162.5 ^r	155.4	+0.9	+5.5	Housefurnishings.....	161.9	160.7 ^r	150.2	+0.7	+7.8
Sundries.....	141.8	142.0	133.3	-0.1	+6.4	Sundries.....	146.4	146.6	140.7	-0.1	+4.1
Weighted Total.....	163.1	165.3 ^r	152.4	-1.3	+7.0	Weighted Total.....	162.0	163.6 ^r	151.3	-1.0	+7.1
Birmingham						Dallas					
Food.....	223.3	232.2	215.9	-3.8	+3.4	Food.....	217.5	223.1	205.5	-2.5	+5.8
Housing ¹	117.2	117.2	105.7	0	+10.9	Housing ¹	108.8	108.8	105.6	0	+3.0
Clothing.....	156.6	156.5 ^r	153.4	+0.1	+2.1	Clothing.....	161.0	160.0	155.3	+0.6	+3.7
Fuel and light.....	122.7	122.7	113.8	0	+7.8	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	153.2	153.1	146.4	+0.1	+4.6	Housefurnishings.....	153.1	153.1	145.1	0	+5.5
Sundries.....	131.7	131.9	125.5	-0.2	+4.9	Sundries.....	143.0	143.4 ^r	134.3	-0.3	+6.5
Weighted Total.....	159.3	161.9	152.0	-1.6	+4.8	Weighted Total.....	156.2	157.6 ^r	148.5	-0.9	+5.2
Boston						Dayton					
Food.....	204.2	210.5	188.0	-3.0	+8.6	Food.....	210.9	217.1 ^r	190.0	-2.9	+11.0
Housing ¹	112.3	112.3	104.5	0	+7.5	Housing ¹	112.1	112.1	106.4	0	+5.4
Clothing.....	145.1	146.4	142.0	-0.9	+2.2	Clothing.....	153.0	151.5	147.4	+1.0	+3.8
Fuel and light.....	151.6	150.6	129.8	+0.7	+16.8	Fuel and light.....	133.3	131.4	113.1	+1.4	+17.9
Housefurnishings.....	160.5	158.5	152.9	+1.3	+5.0	Housefurnishings.....	164.5	166.2 ^r	156.3	-1.0	+5.2
Sundries.....	145.1	145.5	139.9	-0.3	+3.7	Sundries.....	139.0	139.2	134.0	-0.1	+3.7
Weighted Total.....	160.7	163.0	149.7	-1.4	+7.3	Weighted Total.....	158.8	160.6 ^r	147.5	-1.1	+7.7
Bridgeport						Denver					
Food.....	204.3	210.8	189.6	-3.1	+7.8	Food.....	211.6	217.8	201.3	-2.8	+5.1
Housing ¹	107.1	107.1	106.5	0	+0.6	Housing ¹	113.4	113.4	105.5	0	+7.5
Clothing.....	150.3	149.3	147.2	+0.7	+2.1	Clothing.....	155.9	154.7	151.1	+0.8	+3.2
Fuel and light.....	147.2	145.5	127.2	+1.2	+15.7	Fuel and light.....	101.8	101.5	94.4	+0.3	+7.8
Housefurnishings.....	151.2	151.6	143.7	-0.3	+5.2	Housefurnishings.....	149.5	149.4	143.8	+0.1	+4.0
Sundries.....	164.2	165.0	147.0	-0.5	+11.7	Sundries.....	140.2	139.7	131.5	+0.4	+6.6
Weighted Total.....	163.1	165.2	151.3	-1.3	+7.8	Weighted Total.....	157.1	158.7	148.6	-1.0	+5.7
Buffalo						Des Moines					
Food.....	217.8	226.1	200.3	-3.7	+8.7	Food.....	209.9	213.0	189.6	-1.5	+10.7
Housing ¹	117.8	117.8	112.3	0	+4.9	Housing ¹	107.5	107.5	105.3	0	+2.1
Clothing.....	151.1	149.5	144.5	+1.1	+4.6	Clothing.....	168.2	166.8 ^r	162.0	+0.8	+8.8
Fuel and light.....	130.5	128.6	121.7	+1.5	+7.2	Fuel and light.....	141.5	141.5	126.8	0	+11.6
Housefurnishings.....	158.8	158.5	151.0	+0.2	+5.2	Housefurnishings.....	161.6	159.7	153.4	+1.2	+5.3
Sundries.....	142.0	142.5	134.8	-0.4	+5.3	Sundries.....	141.9	141.9	131.3	0	+8.1
Weighted Total.....	162.1	164.5	151.9	-1.5	+6.7	Weighted Total.....	158.1	158.7	146.6	-0.4	+7.8
Chattanooga						Detroit					
Food.....	229.3	238.4	219.0	-3.8	+4.7	Food.....	214.8	218.5 ^r	193.2	-1.9	+10.9
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	109.9	109.9	107.0	0	+2.7
Clothing.....	156.5	153.5	147.0	+2.0	+6.5	Clothing.....	156.5	155.7 ^r	154.4	+0.5	+1.4
Fuel and light.....	127.7	125.8	113.9 ^r	+1.5	+12.1	Fuel and light.....	137.1	136.7	122.4	+0.3	+12.0
Housefurnishings.....	143.6	143.5	150.9	+0.1	-4.8	Housefurnishings.....	162.6	162.8	151.1	-0.1	+7.6
Sundries.....	133.0	132.4	128.6	+0.5	+3.4	Sundries.....	158.5	158.8	149.5	+0.1	+6.0
Weighted Total.....	159.8	161.9	153.9 ^r	-1.3	+3.8	Weighted Total.....	164.0	165.1	152.9	-0.7	+7.8

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

^rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948		Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948
Duluth											
Food.....	210.8	216.1	191.2	-2.5	+10.3	Kansas City, Mo.					
Housing ¹	101.9	101.9	100.2	0	+1.7	Food.....	199.2	210.5	188.3	-5.4	+5.8.
Clothing.....	165.6	163.5r	159.1	+1.3	+4.1	Housing ¹	108.4	108.4	105.5	0	+2.7
Fuel and light.....	140.8	140.8	118.5	0	+18.8	Clothing.....	161.7	160.0	158.2	+1.1	+5.5
Housefurnishings.....	170.2	169.6r	160.0	+0.4	+6.4	Fuel and light.....	114.1	114.1	103.7	0	+10.0
Sundries.....	141.6	141.3	135.1	+0.2	+4.8	Housefurnishings.....	144.5	143.0	132.4	+1.0	+9.1
Weighted Total.....	162.2	163.5r	150.0	-0.8	+8.1	Sundries.....	144.7	144.4	137.6	+0.2	+5.2
Weighted Total.....	162.2	163.5r	150.0	-0.8	+8.1	Weighted Total.....	154.1	157.0	146.0	-1.8	+5.5
Erie, Pa.						Lansing					
Food.....	222.2	232.5	208.0	-4.4	+9.5	Food.....	235.7	245.3	220.8	-3.9	+6.7
Housing ¹	114.0	114.0	110.2	0	+3.4	Housing ¹	102.1	102.1	98.0	0	+4.2
Clothing.....	170.7	170.6	170.6	+0.1	+0.1	Clothing.....	153.5	151.9	149.4	+1.1	+2.7
Fuel and light.....	142.7	142.3	128.9	+0.3	+10.7	Fuel and light.....	129.8	129.8	115.2	0	+12.7
Housefurnishings.....	157.7	155.9	146.4	+1.2	+7.7	Housefurnishings.....	161.8	161.2	156.4	+0.4	+3.5
Sundries.....	153.9	154.3	145.1	-0.3	+6.1	Sundries.....	153.8	153.9	144.3	-0.1	+6.6
Weighted Total.....	169.1	172.3	158.0	-1.9	+7.0	Weighted Total.....	164.5	167.0	155.1	-1.5	+6.1
Fall River						Los Angeles					
Food.....	198.2	203.8r	188.0	-2.7	+8.3	Food.....	217.7	220.7r	199.7	-1.4	+9.0
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	111.3	111.3	106.2	0	+4.8
Clothing.....	170.1	165.8	163.6	+2.6	+4.0	Clothing.....	146.8	146.0r	145.1	+0.5	+1.2
Fuel and light.....	143.8	142.8	124.3	+0.7	+15.7	Fuel and light.....	98.4	98.4	93.4	0	0
Housefurnishings.....	143.7	143.4	133.9	+0.2	+7.3	Housefurnishings.....	144.0	144.5r	133.4	-0.3	+7.9
Sundries.....	141.0	141.1	134.6	-0.1	+4.8	Sundries.....	140.1	140.2	132.7	-0.1	+5.6
Weighted Total.....	157.3	158.6	147.6	-0.8	+6.6	Weighted Total.....	157.0	157.8r	147.6	-0.5	+6.4
Grand Rapids						Louisville					
Food.....	218.5	228.3	204.4	-4.8	+6.9	Food.....	225.5	230.6r	209.3	-2.2	+7.7
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	107.1	107.1	103.9	0	+3.1
Clothing.....	158.4	157.5	154.5	+0.6	+2.5	Clothing.....	152.7	152.6r	148.4	+0.1	+2.9
Fuel and light.....	143.1	143.1	125.8	0	+18.8	Fuel and light.....	147.1	146.5	124.8	+0.4	+17.9
Housefurnishings.....	168.8	168.1	158.4	+0.4	+6.6	Housefurnishings.....	164.5	165.1	160.0	-0.4	+2.8
Sundries.....	151.2	151.3	135.8	-0.1	+11.3	Sundries.....	145.2	145.3	139.6	-0.1	+4.0
Weighted Total.....	164.2	167.0	153.2	-1.7	+7.2	Weighted Total.....	168.0	169.7	158.3r	-1.0	+6.1
Green Bay, Wis.						Macon					
Food.....	201.1	207.7	187.7	-3.2	+7.1	Food.....	210.9	219.2	206.8r	-3.8	+2.0
Housing ¹	115.2	115.2	106.8	0	+7.9	Housing ¹	120.1	120.1	114.0	0	+5.4
Clothing.....	169.6	169.4r	165.6	+0.1	+2.4	Clothing.....	163.4	160.5	152.9	+1.8	+6.9
Fuel and light.....	127.6	127.3	111.5	+0.2	+14.4	Fuel and light.....	112.6	112.6	103.2	0	+9.1
Housefurnishings.....	156.7	156.3	147.6	+0.3	+6.2	Housefurnishings.....	156.0	156.0	149.4	0	+4.4
Sundries.....	142.3	142.2	130.4	+0.1	+9.1	Sundries.....	186.2	136.4r	128.7	-0.1	+5.8
Weighted Total.....	157.8	159.7	146.8	-1.2	+7.5	Weighted Total.....	160.3	162.4	153.4	-1.3	+4.5
Houston						Memphis					
Food.....	223.2	230.8	205.0	-3.3	+8.9	Food.....	233.0	242.1	219.6	-3.8	+6.1
Housing ¹	109.9	109.9	105.7	0	+4.0	Housing ¹	114.0	114.0	108.4	0	+5.2
Clothing.....	156.4	155.9	146.7	+0.3	+6.6	Clothing.....	161.9	160.7	157.7	+0.7	+2.7
Fuel and light.....	81.8	81.8	81.8	0	0	Fuel and light.....	112.7	112.4	108.7	+0.3	+8.7
Housefurnishings.....	142.9	142.0	136.2	+0.6	+4.9	Housefurnishings.....	154.3	154.8	149.8	-0.3	+3.0
Sundries.....	139.2	139.4	130.0	-0.1	+7.1	Sundries.....	126.3	126.0	121.6	+0.2	+3.9
Weighted Total.....	156.5	158.5	146.2	-1.3	+7.0	Weighted Total.....	158.4	160.7	150.9	-1.4	+5.0
Huntington, W. Va.						Milwaukee					
Food.....	217.5	225.7r	208.4	-3.6	+4.4	Food.....	208.1	216.4r	195.3	-3.8	+6.6
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	109.7	109.7	103.5	0	+6.0
Clothing.....	157.1	155.6	149.1	+1.0	+5.4	Clothing.....	169.5	167.9r	163.6	+1.0	+3.6
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	127.7	127.9	118.0	-0.2	+8.2
Housefurnishings.....	162.0	161.2r	152.8	+0.5	+6.0	Housefurnishings.....	173.0	172.6r	155.6	+0.2	+11.2
Sundries.....	143.7	143.6r	136.0	+0.1	+5.7	Sundries.....	189.2	139.3	132.1	-0.1	+5.4
Weighted Total.....	162.7	165.0r	155.8	-1.4	+4.4	Weighted Total.....	157.8	160.2r	148.6	-1.5	+6.2
Indianapolis						Minneapolis					
Food.....	217.7	226.3r	206.3	-3.8	+5.5	Food.....	228.5	234.9	207.3	-2.7	+10.2
Housing ¹	114.6	114.6	107.9	0	+6.2	Housing ¹	108.8	108.8	103.7	0	+4.9
Clothing.....	149.4	147.8r	146.4	+1.1	+2.0	Clothing.....	164.0	163.1r	155.9	+0.6	+5.2
Fuel and light.....	140.0	140.0	121.1	0	+15.6	Fuel and light.....	127.4	127.4	112.0	0	+13.8
Housefurnishings.....	155.2	155.0	146.5	+0.1	+5.9	Housefurnishings.....	164.4	161.0	154.6	+2.1	+6.3
Sundries.....	149.2	148.3	140.6	+0.6	+6.1	Sundries.....	148.9	148.6	134.2	+0.2	+11.0
Weighted Total.....	163.1	165.1r	153.8	-1.2	+6.0	Weighted Total.....	166.0	167.5	151.9	-0.9	+9.3

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

Revised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948		Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948
Muskegon											
Food.....	250.1	260.1	233.2	-3.8	+7.2	Portland, Ore.	220.4	223.4r	201.7	-1.3	+0.3
Housing ¹	115.4	115.4	115.2	0	+0.2	Food.....	117.3	117.3	110.0	0	+0.6
Clothing.....	149.4	148.5	147.0	+0.6	+1.6	Housing ¹	173.6	172.7r	164.9	+0.5	+5.3
Fuel and light.....	148.6	148.8	134.2	-0.1	+10.7	Clothing.....	124.3	124.1	125.7	+0.2	-1.1
Housefurnishings.....	141.1	140.8	146.0	+0.2	-3.4	Fuel and light.....	143.3	143.5r	138.2	-0.1	+3.7
Sundries.....	141.4	141.5	136.5	-0.1	+3.6	Housefurnishings.....	131.8	131.8	127.2	0	+3.6
Weighted Total.....	168.6	171.3	161.2	-1.6	+4.6	Sundries.....	160.8	161.7r	151.6	-0.6	+6.1
Newark											
Food.....	208.2	209.5	184.3	-0.6	+13.0	Providence	215.3	221.9	198.5	-3.0	+8.5
Housing ¹	104.9	104.9	101.4	0	+3.5	Food.....	106.2	106.2	103.3	0	+2.8
Clothing.....	147.2	148.2	148.3	-0.7	-0.7	Housing ¹	156.6	154.9r	151.3	+1.1	+3.5
Fuel and light.....	113.8	113.8	105.1	0	+7.8	Clothing.....	139.9	139.8r	119.7	+0.1	+16.9
Housefurnishings.....	173.9	172.4	163.4	+0.9	+6.4	Fuel and light.....	138.1	138.0r	130.2	+0.1	+6.1
Sundries.....	136.6	136.8	128.1	-0.1	+6.6	Housefurnishings.....	141.6	141.7	135.6	-0.1	+4.4
Weighted Total.....	157.8	158.3	145.4	-0.3	+8.5	Sundries.....	159.8	161.8r	149.7	-1.2	+6.7
New Haven											
Food.....	208.1	212.5r	192.3	-2.1	+8.2	Richmond	240.8	253.3	231.6r	-4.9	+4.0
Housing ¹	105.3	105.3	105.3	0	0	Food.....	114.1	114.1	103.4	0	+10.3
Clothing.....	162.9	160.4r	155.5	+1.6	+4.8	Housing ¹	162.0	160.7	153.8r	+0.8	+5.3
Fuel and light.....	136.7	136.5	116.8	+0.1	+17.0	Clothing.....	124.5	124.5	112.4	0	+10.8
Housefurnishings.....	158.5	149.1r	142.8	+3.0	+7.5	Fuel and light.....	164.8	164.5r	152.6	+0.2	+8.0
Sundries.....	126.1	125.9	119.9	+0.2	+5.2	Housefurnishings.....	129.8	129.9r	124.0	-0.1	+4.7
Weighted Total.....	154.1	155.1r	144.4	-0.6	+6.7	Sundries.....	164.2	167.6r	155.5r	-2.0	+5.6
New Orleans											
Food.....	226.3	229.7r	197.6	-1.5	+14.5	Roanoke, Va.	218.5	226.2	210.7	-3.4	+8.7
Housing ¹	118.6	118.6	110.6	0	+7.2	Food.....	132.8	132.8	123.9	0	+7.2
Clothing.....	163.8	162.0	150.3	+1.1	+9.0	Housing ¹	171.4	168.6r	161.1	+1.7	+6.4
Fuel and light.....	89.4	89.0	84.5	+0.4	+5.8	Clothing.....	138.8	138.3	121.6	0	+18.7
Housefurnishings.....	163.2	162.4r	154.5	+0.5	+5.6	Fuel and light.....	160.6	158.8r	147.2	+1.1	+9.1
Sundries.....	135.4	135.7	130.3	-0.2	+3.9	Housefurnishings.....	140.0	140.2	134.7	-0.1	+3.9
Weighted Total.....	168.7	169.8r	153.2	-0.6	+10.1	Sundries.....	166.0	167.9	157.6	-1.1	+5.3
New York											
Food.....	207.2	209.6r	187.8	-1.1	+10.3	Rochester	216.6	226.3	201.1	-4.3	+7.7
Housing ¹	103.2	103.2	100.8	0	+2.4	Food.....	103.9	103.9	103.9	0	0
Clothing.....	156.0	155.2r	151.6	+0.5	+2.9	Housing ¹	161.9	160.7	158.7	+1.2	+2.0
Fuel and light.....	114.9	114.8	111.2	+0.1	+3.3	Clothing.....	145.2	145.7	135.1	-0.3	+7.5
Housefurnishings.....	156.4	155.9	151.8	+0.7	+8.0	Fuel and light.....	181.2	180.8	165.8	+0.2	+9.3
Sundries.....	144.0	144.2	138.0	-0.1	+4.3	Housefurnishings.....	148.0	148.2	142.4	-0.1	+3.9
Weighted Total.....	158.3	159.1r	148.6	-0.5	+6.5	Sundries.....	161.1	163.9	153.3	-1.7	+5.1
Omaha											
Food.....	228.0	238.0	209.6	-4.2	+8.8	Rockford, Ill.	227.8	234.6r	206.0	-2.9	+10.6
Housing ¹	106.0	106.0	100.6	0	+5.4	Food.....	139.8	139.8	138.1	0	+1.2
Clothing.....	157.4	155.4r	150.8	+1.3	+4.4	Housing ¹	154.6	152.9	147.5	+1.1	+4.8
Fuel and light.....	132.9	132.9	117.3	0	+13.3	Clothing.....	137.4	136.8	121.7	+0.4	+12.9
Housefurnishings.....	172.2	174.5r	165.9	-1.3	+3.8	Fuel and light.....	165.3	165.0	148.6	+0.2	+11.2
Sundries.....	141.6	141.6	133.2r	0	+6.3	Housefurnishings.....	144.2	144.4	136.7	-0.1	+5.5
Weighted Total.....	162.8	165.5	151.6	-1.6	+7.4	Sundries.....	170.4	172.2r	158.4	-1.0	+7.6
Philadelphia											
Food.....	197.6	204.8r	188.2r	-3.3	+5.0	Sacramento	216.5	221.9r	201.0	-2.4	+7.7
Housing ¹	105.3	105.3	102.7	0	+2.5	Food.....	115.3	115.3	105.7	0	+9.1
Clothing.....	151.5	150.7r	148.2	+0.5	+2.2	Housing ¹	170.4	168.5	162.7	+1.1	+4.7
Fuel and light.....	135.0	135.0	127.6	0	+5.8	Clothing.....	77.0	77.0	77.0	0	0
Housefurnishings.....	152.3	151.9	147.4	+0.3	+3.3	Fuel and light.....	178.7	178.7r	161.9	0	+10.4
Sundries.....	142.0	142.9	138.1r	-0.6	+2.8	Housefurnishings.....	138.7	138.8	130.8	-0.1	+6.0
Weighted Total.....	157.0	159.5r	151.1r	-1.6	+3.9	Sundries.....	160.0	161.5	149.5	-0.9	+7.0
Pittsburgh											
Food.....	208.4	216.8r	192.9	-3.7	+8.0	St. Louis	209.7	216.1	194.4	-3.0	+7.9
Housing ¹	116.3	116.3	105.7	0	+10.0	Food.....	113.0	113.0	105.8	0	+6.8
Clothing.....	154.7	153.8r	147.2	+0.6	+5.1	Housing ¹	151.1	150.9	145.5	+0.1	+3.8
Fuel and light.....	131.5	131.4	119.0	+0.1	+10.5	Clothing.....	142.1	142.1	126.7	0	+12.2
Housefurnishings.....	144.6	144.1r	137.9	+0.3	+4.9	Fuel and light.....	159.7	159.8	143.7	+0.3	+11.1
Sundries.....	144.4	145.0r	133.6	-0.4	+8.1	Housefurnishings.....	136.0	135.5	127.8	+0.4	+6.4
Weighted Total.....	160.3	162.9	148.3	-1.6	+8.1	Sundries.....	159.6	161.5	148.6	-1.2	+7.4

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

^rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

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City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948		Feb. 1948	Jan. 1948	Mar. 1947	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948
St. Paul						Toledo					
Food.....	223.9	231.9	206.6	-3.4	+8.4	Food.....	216.8	224.0	199.0	-3.2	+8.9
Housing ¹	104.9	104.9	100.9	0	+4.0	Housing ¹	113.1	113.1	113.1	0	0
Clothing.....	152.2	151.6	141.7	+0.4	+7.4	Clothing.....	157.2	153.9	152.3	+2.1	+3.2
Fuel and light.....	133.1	133.0	115.8	+0.1	+14.9	Fuel and light.....	187.0	137.0	119.8	0	+14.4
Housefurnishings.....	173.8	172.5	162.2	+0.8	+7.2	Housefurnishings.....	147.6	146.6	141.1	+0.7	+4.6
Sundries.....	142.3	142.1	132.0	+0.1	+7.8	Sundries.....	153.0	153.2	141.8	-0.1	+7.9
Weighted Total.....	161.8	164.0	149.8	-1.3	+8.0	Weighted Total.....	164.5	166.4	153.7	-1.1	+7.0
San Francisco - Oakland						Wausau, Wis.					
Food.....	225.9	226.8	200.0	-0.4	+13.0	Food.....	227.2	234.7 ^r	208.5	-3.2	+9.0
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	158.6	158.3 ^r	154.1	+0.2	+2.9	Clothing.....	181.5	177.1	172.9	+2.5	+5.0
Fuel and light.....	90.4	90.4	88.1	0	+2.6	Fuel and light.....	186.4	135.3	118.4	+0.8	+15.2
Housefurnishings.....	156.7	156.4	150.3	+0.2	+4.3	Housefurnishings.....	152.7	152.3	145.8	+0.3	+4.7
Sundries.....	145.9	145.8	138.6	+0.1	+5.3	Sundries.....	187.9	138.2	129.2	-0.2	+6.7
Weighted Total.....	163.7	163.9	152.2	-0.1	+7.6	Weighted Total.....	163.2	164.7 ^r	152.1	-0.9	+7.3
Seattle						Wilmington, Del.					
Food.....	218.1	225.5	200.0 ^r	-3.3	+9.1	Food.....	198.1	204.7 ^r	187.2	-3.2	+5.8
Housing ¹	115.8	115.6	106.5	0	+8.5	Housing ¹	108.5	108.5	104.9	0	+3.4
Clothing.....	148.4	149.7 ^r	144.7	-0.9	+2.6	Clothing.....	168.8	167.4	156.4	+0.8	+7.9
Fuel and light.....	127.5	127.0	116.6	+0.4	+9.3	Fuel and light.....	126.3	125.9 ^r	118.3	+0.3	+11.5
Housefurnishings.....	164.7	161.1	146.7	+2.2	+12.3	Housefurnishings.....	169.8	169.5	159.4	+0.2	+6.5
Sundries.....	141.6	141.5	134.5 ^r	+0.1	+5.3	Sundries.....	129.2	129.4	126.1 ^r	-0.2	+2.5
Weighted Total.....	162.5	164.8	151.2 ^r	-1.4	+7.5	Weighted Total.....	156.9	159.0 ^r	148.8	-1.3	+5.4
Spokane						Youngstown					
Food.....	212.0	217.6 ^r	195.6	-2.6	+8.4	Food.....	217.5	227.3 ^r	207.1 ^r	-4.3	+5.0
Housing ¹	104.0	104.0	102.0	0	+2.0	Housing ¹	106.7	106.7	105.6	0	+1.0
Clothing.....	148.3	147.1 ^r	144.5	+0.8	+2.6	Clothing.....	171.1	172.0	158.0	-0.5	+8.3
Fuel and light.....	144.3	144.3	142.7	0	+1.1	Fuel and light.....	180.8	180.8	117.2	0	+11.6
Housefurnishings.....	146.3	146.3	136.4	0	+7.3	Housefurnishings.....	161.9	160.8	153.2	+0.7	+5.7
Sundries.....	188.0	187.8	183.3 ^r	+0.1	+8.5	Sundries.....	185.8	186.2	125.0	-0.3	+8.6
Weighted Total.....	158.1	159.8 ^r	150.4 ^r	-1.1	+5.1	Weighted Total.....	160.3	163.5 ^r	151.1 ^r	-2.0	+6.1
Syracuse											
Food.....	215.4	221.4 ^r	194.4	-2.7	+10.8						
Housing ¹	116.7	116.7	116.3	0	+0.3						
Clothing.....	158.7	156.9 ^r	155.3 ^r	+1.1	+2.2						
Fuel and light.....	189.3	189.3	188.5	0	+4.3						
Housefurnishings.....	163.0	163.4 ^r	160.5	-0.2	+1.6						
Sundries.....	185.6	185.8	124.2	-0.1	+9.2						
Weighted Total.....	158.8	160.5 ^r	148.5 ^r	-1.1	+6.9						

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

^rRevised.

PERCENTAGE CHANGES IN INDEXES FOR FIVE CITIES

	Weighted Total		Food		Housing ¹		Clothing		Fuel and Light		Housefurnishings		Sundries	
	Jan. 1948 to Feb. 1948	Mar. 1948 to Feb. 1948	Jan. 1948 to Feb. 1948	Mar. 1948 to Feb. 1948	Jan. 1948 to Feb. 1948	Mar. 1947 to Feb. 1948								
Bellefonte, Pa.	-1.3	+7.5	-3.5	+6.8	0	+12.9	+1.1	+6.0	0	+12.9	+0.6	+9.3	-0.1	+5.1
Evansville, Ind.	-1.8	+4.6	-4.6	+5.5	0	+2.2	0	-0.4	0	+10.1	+1.1	+9.0	0	+4.4
International Falls, Minn.	-1.3	+8.6	-3.3	+9.6	0	+12.4	-0.2	+3.8	0	+14.4	+0.3	+6.0	0	+7.3
Joliet, Ill.²	-1.3	+6.7	-3.5	+9.1	0	+2.5	+0.5	+4.0	+0.2	+14.0	+1.2	+4.6	-0.1	+5.5
Trenton, N. J.	-1.5	+5.2	-3.4	+4.4	0	+1.4	+0.3	+4.6	0	+6.4	+0.3	+2.6	0	+9.2

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes Lockport and Rockdale.

Railroad Earnings at New High

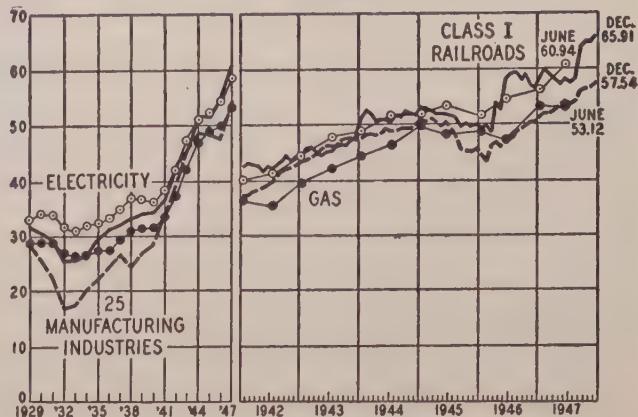
THE wage increases which were received during 1947 by most of the employees of class I railroads brought the average earnings of all workers in the industry to new highs in the last months of the year. Hourly earnings reached their peak in November, while weekly earnings were at their highest in the following month. For both, averages for the year 1947 were greater than those of any previous year.

An Arbitration Board decision of September 2, 1947, awarded all nonoperating employees a basic wage increase of 15.5 cents an hour, effective September 1. As a result, the hourly earnings of all wage earners rose 9.9% from August to September. Then by an agreement reached on November 14, the operating employees represented by the Brotherhood of Railroad Trainmen and the Order of Railway Conductors received a similar increase. The agreement also contained certain rule changes which apply largely to working conditions peculiar to the railroad industry and indirectly provide for additional pay under particular circumstances. This increase raised hourly earnings 4.0% between October and November.

Weekly earnings of all wage earners reflected the increase awarded the nonoperating employees in September. The average of \$64.05 for that month was 9.9% above that of the previous month. A substantial decrease in working hours between October and

Actual Weekly Earnings, All Wage Earners, Class I Railroads, Gas, Electricity, and 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
In Dollars



November, with the resultant drop in premium pay for overtime work, offset the effect of the conductors' and trainmen's increase, and weekly earnings in November were almost the same as in October.

While actual weekly earnings were at their highest point in December, 1947, real weekly earnings, the measure of actual earnings adjusted for changes in the consumers' price index in terms of 1923 dollars, reached their peak in June, 1946. The December index of real weekly earnings was 8.5% below this peak, and the average for the year 1947 was lower than those of the preceding three years, although the annual average of actual earnings was higher than ever before.

ELIZABETH P. ALLISON
Statistical Division

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, MARCH-DECEMBER, 1947

Source: Interstate Commerce Commission; Computed by THE CONFERENCE BOARD

Date	Number of Wage Earners		Average Hourly Earnings		Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month			
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923 = 100		Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner			
				Actual	Real							
ALL WAGE EARNERS												
1947	March	999,787	1,121,152	\$1.189	202.9	162.4	\$59.07	199.2	159.5	49.7	\$62.67	44.3
	April	1,018,181	1,140,630	1.175	200.5	160.7	58.23	196.3	157.3	49.6	51.98	44.3
	May	1,035,575	1,158,867	1.177	200.9	161.2	57.52	193.9	155.6	48.9	51.40	43.7
	June	1,043,334	1,177,760	1.174	200.3	159.7	58.36	196.8	156.9	49.7	51.70	44.0
	July	1,048,109	1,183,730	1.170	199.7	157.7	57.82	194.9	153.9	49.4	51.19	43.7
	August	1,046,331	1,176,557	1.176	200.7	156.6	58.27	196.5	153.3	49.6	51.82	44.1
	September	1,032,246	1,157,031	1.293	220.6	169.4	64.05	215.9	165.8	49.5	57.14	44.2
	October	1,027,977	1,144,597	1.288	219.8	167.9	64.96	219.0	167.3	50.4	58.34	45.3
	November	1,013,763	1,126,889	1.340	228.7	173.4	64.99	219.1	166.1	48.5	58.46	43.6
	December	1,005,520	1,122,285	1.335	227.8	170.5	65.91	222.2	166.3	49.4	59.05	44.2
	Annual Average	1,022,872	1,144,810	1.225	209.0	164.3	60.67	204.6	160.8	49.5	54.22	44.2

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, MARCH-DECEMBER, 1947—Continued

Source: Interstate Commerce Commission; Computed by The Conference Board

Date	Number of Wage Earners		Average Hourly Earnings		Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month			
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923 = 100		Average Weekly Earnings		Average Actual Hours per Week per Wage Earner		Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	
				Actual	Real	Actual	Indexes, 1923 = 100	Actual	Real			
ALL TRAIN AND ENGINE SERVICE												
1947	March	288,763	315,352	\$1.564	187.8	150.4	\$77.08	176.1	141.0	49.3	\$70.58	45.1
	April	287,847	314,057	1.567	188.1	150.7	74.50	170.2	136.4	47.5	68.28	43.6
	May	290,483	315,614	1.568	188.2	151.0	74.72	170.7	137.0	47.6	68.77	43.9
	June	290,185	315,224	1.565	187.9	149.8	75.91	173.4	138.3	48.5	69.88	44.6
	July	287,384	316,744	1.566	188.0	148.5	75.69	172.9	136.6	48.3	68.68	43.9
	August	290,745	318,001	1.562	187.5	146.3	77.49	177.0	138.1	49.6	70.85	45.3
	September	291,436	317,581	1.564	187.8	144.2	76.80	175.4	134.7	49.1	70.47	45.1
	October	292,099	317,971	1.564	187.8	143.5	78.10	178.4	136.3	50.0	71.75	45.9
	November	292,556	316,580	1.675	201.1	152.5	81.85	187.0	141.8	48.9	75.65	45.2
	December	291,851	316,880	1.679	201.6	150.9	81.76	186.8	139.8	48.7	75.31	44.8
	Annual Average	290,020	316,086	1.583	190.0	149.4	77.44	176.9	139.1	48.9	71.07	44.9
SKILLED AND SEMI-SKILLED SHOP LABOR												
1947	March	186,390	196,715	\$1.278	179.2	148.5	\$68.74	188.0	146.5	49.9	\$60.40	47.3
	April	189,469	198,040	1.268	177.8	142.5	64.04	183.9	147.4	50.5	61.27	48.3
	May	190,771	198,959	1.274	178.7	148.4	68.18	181.3	145.5	49.5	60.54	47.5
	June	190,758	200,270	1.275	178.8	142.6	64.28	184.6	147.2	50.4	61.22	48.0
	July	190,769	200,290	1.272	178.4	140.9	68.55	182.5	144.2	50.0	60.53	47.6
	August	190,523	199,870	1.274	178.7	139.4	68.34	181.9	141.9	49.7	60.38	47.4
	September	189,877	198,687	1.436	201.4	154.7	71.45	205.1	157.5	49.8	68.29	47.5
	October	188,444	196,471	1.424	199.7	152.6	72.65	208.6	159.4	51.0	69.68	48.9
	November	188,448	197,593	1.447	202.9	153.8	70.09	201.2	152.5	48.4	66.84	46.2
	December	189,572	197,523	1.437	201.5	150.8	70.66	202.9	151.9	49.2	67.81	47.2
	Annual Average	189,123	198,032	1.329	186.4	146.5	66.23	190.2	149.5	49.8	63.26	47.6
UNSKILLED LABOR												
1947	March	216,851	263,799	\$8.849	231.3	185.2	\$40.94	223.5	178.9	48.3	\$33.66	39.7
	April	231,899	283,715	.887	228.1	182.8	40.89	228.2	178.8	48.9	33.42	39.9
	May	246,308	302,083	.889	228.6	183.5	39.97	218.2	175.1	47.6	32.59	38.8
	June	257,396	320,109	.843	229.7	183.2	41.08	224.2	178.8	48.7	33.03	39.2
	July	265,384	326,045	.842	229.4	181.2	40.55	221.3	174.8	48.2	33.01	39.2
	August	262,050	319,482	.842	229.4	178.9	39.92	217.9	170.0	47.4	32.74	38.9
	September	249,262	303,425	1.001	272.8	209.5	47.81	261.0	200.5	47.8	39.27	39.2
	October	245,623	294,737	.995	271.1	207.1	48.70	265.8	203.1	48.9	40.58	40.8
	November	231,867	276,853	1.006	274.1	207.8	46.27	252.6	191.5	46.0	38.75	38.5
	December	221,980	267,983	1.006	274.1	205.1	47.94	261.7	195.9	47.6	39.71	39.5
	Annual Average	238,669	289,840	.898	244.7	192.4	43.05	235.0	184.7	48.0	35.49	39.5
ROAD FREIGHT ENGINEERS												
1947	March	27,577	30,238	\$1.878	178.5	142.9	\$99.73	168.6	135.0	53.1	\$90.95	48.4
	April	27,260	29,734	1.893	179.9	144.2	95.64	161.7	129.6	50.5	87.68	46.3
	May	27,881	30,187	1.898	180.4	144.8	95.64	161.7	129.8	50.4	88.34	46.5
	June	27,951	30,393	1.887	179.4	143.1	97.23	164.4	131.1	51.5	89.42	47.4
	July	27,662	30,305	1.881	178.8	141.2	95.89	162.1	128.0	51.0	87.53	46.5
	August	28,004	30,801	1.875	178.2	139.0	98.95	167.3	130.5	52.8	89.97	48.0
	September	28,130	30,773	1.881	178.8	137.3	98.62	166.8	128.1	52.4	90.15	47.9
	October	28,265	30,956	1.886	179.3	137.0	100.98	170.7	130.4	53.5	92.20	48.9
	November	28,307	30,756	1.885	179.2	135.9	97.80	165.4	125.4	51.9	90.01	47.7
	December	28,147	30,519	1.886	179.3	134.2	95.87	162.1	121.3	50.8	88.41	46.9
	Annual Average	27,834	30,366	1.882	178.9	140.6	98.10	165.9	130.4	52.1	89.92	47.8
ROAD PASSENGER ENGINEERS												
1947	March	9,560	10,318	\$2.693	206.5	165.3	\$101.45	173.7	139.1	37.7	\$94.00	34.9
	April	9,493	10,186	2.714	208.1	166.7	101.89	174.5	139.8	37.5	94.96	35.0
	May	9,441	10,142	2.700	207.1	166.2	101.88	174.5	140.0	37.7	94.83	35.1
	June	9,468	10,260	2.641	202.5	161.5	104.90	179.7	143.3	39.7	96.81	36.7
	July	9,649	10,607	2.638	202.3	159.8	106.30	182.1	143.8	40.3	96.70	36.7
	August	9,684	10,583	2.644	202.8	158.2	105.00	179.8	140.2	39.7	96.08	36.8
	September	9,583	10,325	2.634	205.8	158.1	101.85	174.4	138.9	38.0	94.53	35.2
	October	9,316	10,090	2.689	206.2	157.5	102.63	175.8	134.3	38.2	94.75	35.2
	November	9,306	9,943	2.712	208.0	157.7	101.76	174.3	132.1	37.5	95.24	35.1
	December	9,548	10,328	2.655	203.6	152.4	106.03	181.6	135.9	39.9	98.02	36.9
	Annual Average	9,534	10,315	2.674	205.1	161.2	103.38	177.1	139.2	38.7	95.55	35.7

NOTE: This table brings up to date figures published in *The Conference Board Management Record* for June, 1947, p. 163-f.

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, MARCH-DECEMBER, 1947—Continued

Source: Interstate Commerce Commission; Computed by The Conference Board

Date	Number of Wage Earners		Average Hourly Earnings		Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay during Month			
	Middle of Month	Receiving Pay during Month	Actual	Indexes, 1923 = 100		Average Weekly Earnings		Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner		
				Actual	Real	Actual	Indexes, 1923 = 100					
YARD ENGINEERS												
1947	March.....	19,804	21,115	\$1.477	167.8	134.3	\$79.11	171.0	136.9	53.6	\$74.20	50.2
	April.....	19,817	21,059	1.468	166.8	133.7	76.18	164.7	132.0	51.9	71.69	48.8
	May.....	19,872	21,037	1.468	166.8	133.9	76.44	165.2	132.6	52.1	72.20	49.2
	June.....	19,707	21,035	1.472	167.3	133.4	77.87	168.3	134.2	52.9	72.95	49.6
	July.....	19,549	21,001	1.470	167.0	131.9	77.29	167.1	132.0	52.6	71.95	48.9
	August.....	19,954	21,508	1.475	167.6	130.7	79.00	170.8	133.2	53.6	73.29	49.7
	September.....	20,183	21,649	1.476	167.7	128.8	77.54	167.6	128.7	52.5	72.28	49.0
	October.....	20,429	21,701	1.480	168.2	128.5	78.34	169.3	129.3	52.9	73.74	49.8
	November.....	20,301	21,603	1.482	168.4	127.7	78.58	169.9	128.8	53.0	73.84	49.8
	December.....	20,244	21,475	1.482	168.4	126.0	77.95	168.5	126.1	52.6	73.48	49.6
	Annual Average.	19,918	21,233	1.476	167.7	131.8	78.23	169.1	132.9	53.0	73.38	49.7
ROAD FREIGHT CONDUCTORS												
1947	March.....	20,734	22,685	\$1.636	186.8	149.6	\$92.07	175.2	140.3	56.3	\$84.15	51.4
	April.....	20,594	22,444	1.658	188.7	151.2	88.75	168.9	135.3	53.7	81.43	49.3
	May.....	21,056	22,799	1.655	188.9	151.6	88.71	168.8	135.5	53.6	81.92	49.5
	June.....	21,063	22,915	1.642	187.4	149.4	90.59	172.4	137.5	55.2	83.27	50.7
	July.....	20,762	23,046	1.639	187.1	147.8	90.83	171.9	135.8	55.1	81.37	49.7
	August.....	21,176	23,287	1.635	186.6	145.6	92.05	175.1	136.6	56.3	83.71	51.2
	September.....	21,094	23,062	1.639	187.1	143.7	92.83	175.7	134.9	56.3	84.45	51.5
	October.....	21,228	23,314	1.644	187.7	143.4	94.26	179.3	137.0	57.3	85.82	52.2
	November.....	21,370	23,166	1.888	209.8	159.1	101.13	192.4	145.9	55.0	93.29	50.7
	December.....	21,039	22,877	1.839	209.9	157.1	100.26	190.8	142.8	54.5	92.20	50.1
	Annual Average.	20,953	22,876	1.673	191.0	150.2	92.99	176.9	139.1	55.6	85.18	50.9
ROAD PASSENGER CONDUCTORS												
1947	March.....	7,684	8,264	\$2.184	196.9	157.6	\$89.41	166.1	133.0	40.9	\$83.14	38.1
	April.....	7,654	8,139	2.190	197.5	158.3	89.54	166.3	133.3	40.9	84.20	38.5
	May.....	7,551	8,061	2.178	196.4	157.6	90.29	167.7	134.6	41.4	84.58	38.8
	June.....	7,550	8,148	2.148	193.7	154.5	93.93	174.5	139.2	43.7	87.04	40.5
	July.....	7,781	8,455	2.145	193.4	152.8	94.02	174.6	137.9	48.8	86.52	40.3
	August.....	7,821	8,448	2.146	193.5	150.9	93.62	173.9	135.6	43.6	86.67	40.4
	September.....	7,707	8,246	2.184	196.9	151.2	91.44	169.8	130.4	41.9	85.46	39.1
	October.....	7,496	8,097	2.194	197.8	151.1	90.94	168.9	129.0	41.4	84.19	38.4
	November.....	7,491	7,995	2.460	221.8	168.2	100.87	187.4	142.1	41.0	94.51	38.4
	December.....	7,725	8,278	2.435	219.6	164.4	104.41	193.9	145.1	42.9	97.43	40.0
	Annual Average.	7,678	8,243	2.217	199.9	157.2	93.46	173.6	136.5	42.2	87.06	39.3
YARD CONDUCTORS												
1947	March.....	20,821	22,405	\$1.416	169.2	135.5	\$79.47	180.6	144.6	56.1	\$73.85	52.2
	April.....	20,600	22,082	1.405	167.9	134.5	77.22	175.5	140.6	55.0	72.04	51.8
	May.....	20,813	22,200	1.406	168.0	134.8	76.82	174.6	140.1	54.6	72.02	51.2
	June.....	20,652	22,292	1.410	168.5	134.4	78.25	177.8	141.8	55.5	72.50	51.4
	July.....	20,232	22,339	1.408	168.2	132.9	78.75	178.9	141.3	55.9	71.83	50.7
	August.....	20,882	22,565	1.412	168.7	131.6	79.49	180.6	140.9	56.3	73.56	52.1
	September.....	20,920	22,428	1.412	168.7	129.6	78.68	178.8	137.3	55.7	73.39	52.0
	October.....	21,070	22,682	1.415	169.1	129.2	80.34	182.5	139.4	56.8	74.63	52.7
	November.....	21,151	22,509	1.567	187.2	141.9	87.62	199.1	150.9	55.9	82.83	52.5
	December.....	21,032	22,455	1.570	187.6	140.4	87.83	199.6	149.4	55.9	82.26	52.4
	Annual Average.	20,793	22,361	1.439	171.9	135.1	80.39	182.7	143.6	55.9	74.76	52.0
ROAD FREIGHT FIREMEN												
1947	March.....	30,409	33,957	\$1.559	199.9	160.0	\$74.32	180.7	144.7	47.7	\$66.55	42.7
	April.....	30,163	33,769	1.571	201.4	161.4	70.93	172.4	138.1	45.2	63.36	40.3
	May.....	30,710	34,178	1.575	201.9	162.0	71.07	172.8	138.7	45.1	63.86	40.5
	June.....	30,711	34,026	1.566	200.8	160.1	72.07	175.2	139.7	46.0	65.04	41.5
	July.....	30,181	33,727	1.565	200.6	158.5	71.40	173.6	137.1	45.6	63.90	40.8
	August.....	30,276	33,847	1.560	200.0	156.0	74.59	181.3	141.4	47.8	66.72	42.8
	September.....	30,490	33,893	1.564	200.5	154.0	74.44	180.9	138.9	47.6	66.97	42.8
	October.....	30,635	33,906	1.566	200.8	153.4	76.24	185.3	141.6	48.7	68.89	44.0
	November.....	30,589	33,741	1.569	201.2	152.5	74.04	180.0	136.5	47.2	67.12	42.8
	December.....	30,276	33,432	1.569	201.2	150.6	72.98	177.4	132.8	46.5	66.09	42.1
	Annual Average.	30,410	33,893	1.564	200.5	157.6	73.47	178.6	140.4	47.0	66.04	42.2

NOTE: This table brings up to date figures published in *The Conference Board Management Record* for June, 1947, p. 163-ff.

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, MARCH-DECEMBER, 1947—Continued

Source: Interstate Commerce Commission; Computed by The Conference Board

Date	Number of Wage Earners		Average Hourly Earnings		Wage Earners Employed as of Middle of Month				All Wage Earners Receiving Pay During Month			
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923 = 100		Average Weekly Earnings		Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner		
				Actual	Real	Actual	Indexes, 1923 = 100					
ROAD PASSENGER FIREMEN												
1947	March	8,651	9,568	\$2.358	237.2	189.9	\$86.19	199.3	159.6	36.5	\$77.93	33.0
	April	8,683	9,607	2.367	238.1	190.8	85.29	197.2	158.0	36.0	77.08	32.6
	May	8,585	9,539	2.373	238.7	191.6	85.40	197.5	158.5	36.0	76.86	32.4
	June	8,591	9,532	2.325	238.9	186.5	87.99	203.5	162.3	37.8	79.30	34.1
	July	8,730	9,790	2.313	232.7	188.3	89.49	207.0	163.5	38.7	79.80	34.5
	August	8,757	9,872	2.313	232.7	181.5	89.06	206.0	160.7	38.5	79.01	34.2
	September	8,699	9,677	2.359	237.3	182.3	85.71	198.2	152.2	36.3	77.04	32.7
	October	8,466	9,355	2.398	241.2	184.3	85.82	198.5	151.6	35.8	77.66	32.4
	November	8,351	9,223	2.381	239.5	181.6	87.13	201.5	152.8	36.6	78.89	33.1
	December	8,697	9,684	2.327	234.1	175.2	89.95	208.0	155.7	38.7	80.78	34.7
	Annual Average	8,663	9,630	2.348	236.2	185.7	87.14	201.5	158.4	37.1	78.39	33.4
YARD FIREMEN												
1947	March	21,404	23,568	\$1.247	184.2	147.5	\$61.05	177.0	141.7	49.0	\$55.45	44.5
	April	21,423	23,392	1.243	183.6	147.1	58.68	170.1	136.3	47.2	53.74	43.2
	May	21,523	23,417	1.242	183.5	147.3	58.68	170.1	136.5	47.2	53.93	43.4
	June	21,265	23,484	1.246	184.0	146.7	59.69	173.0	138.0	47.9	54.05	43.4
	July	21,198	23,474	1.243	183.6	145.0	58.80	170.4	134.6	47.3	53.10	42.7
	August	21,115	23,230	1.249	184.5	143.9	61.63	178.6	139.3	49.3	56.01	44.9
	September	21,462	23,669	1.249	184.5	141.7	60.31	174.8	134.3	48.3	54.68	43.8
	October	21,784	23,730	1.250	184.6	141.0	61.17	177.3	135.4	48.9	56.15	44.9
	November	21,505	23,458	1.255	185.4	140.6	61.71	178.9	135.6	49.2	56.57	45.1
	December	21,247	23,435	1.254	185.2	138.6	61.75	179.0	134.0	49.2	55.99	44.7
	Annual Average	21,374	23,457	1.249	184.5	145.0	60.53	175.4	137.9	48.5	55.16	44.2
ROAD FREIGHT BRAKEMEN												
1947	March	50,708	55,796	\$1.410	206.1	165.0	\$71.99	185.3	148.4	51.0	\$65.42	46.4
	April	50,378	55,704	1.426	208.5	167.1	69.70	179.4	143.8	48.9	63.03	44.2
	May	51,248	56,269	1.429	208.9	167.7	69.83	179.7	144.2	48.9	63.60	44.5
	June	51,299	55,763	1.423	208.0	165.9	70.30	180.9	144.3	49.4	64.67	45.4
	July	50,673	56,065	1.419	207.5	163.9	69.68	179.2	141.5	49.1	62.94	44.3
	August	50,991	55,756	1.413	206.6	161.2	72.16	185.7	144.9	51.1	65.99	46.7
	September	51,159	55,884	1.416	207.0	159.0	72.47	186.5	143.2	51.2	66.34	46.9
	October	51,455	56,441	1.417	207.2	158.3	74.34	191.3	146.1	52.5	67.77	47.8
	November	52,021	56,521	1.612	235.7	178.7	80.78	207.9	157.6	50.1	74.35	46.1
	December	51,656	56,013	1.617	236.4	176.9	79.35	204.2	152.8	49.1	73.18	45.2
	Annual Average	51,105	55,982	1.449	211.8	166.5	72.85	187.5	147.4	50.3	66.52	45.9
ROAD PASSENGER BRAKEMEN												
1947	March	12,763	13,745	\$1.817	231.5	185.3	\$70.46	192.7	154.3	38.8	\$65.42	36.0
	April	12,693	13,690	1.822	232.1	186.0	70.44	192.6	154.3	38.7	65.31	35.8
	May	12,627	13,608	1.820	231.8	186.0	70.94	194.0	155.7	39.0	65.82	36.2
	June	12,768	13,765	1.801	229.4	182.9	73.71	201.6	160.8	40.9	68.37	38.0
	July	13,074	14,225	1.801	229.4	181.2	73.73	201.6	159.2	40.9	67.77	37.6
	August	12,927	14,018	1.804	229.8	179.3	74.03	202.4	157.9	41.0	68.27	37.8
	September	12,928	13,950	1.819	231.7	178.0	70.96	194.0	149.0	39.0	65.76	36.1
	October	12,611	13,590	1.816	231.3	176.7	70.10	191.7	146.4	38.6	65.05	35.8
	November	12,552	13,463	2.086	265.7	201.4	80.11	219.1	166.1	38.4	74.57	35.7
	December	12,908	13,911	2.060	262.4	196.4	83.28	227.7	170.4	40.4	77.27	37.5
	Annual Average	12,845	13,865	1.854	236.2	185.7	73.36	200.6	157.7	39.6	67.97	36.7
YARD BRAKEMEN												
1947	March	54,527	59,111	\$1.348	174.8	140.0	\$64.79	172.4	138.0	48.1	\$59.76	44.3
	April	54,963	59,671	1.329	172.4	138.1	61.66	164.0	131.4	46.4	56.80	42.7
	May	55,127	59,637	1.331	172.6	138.5	62.32	165.8	133.1	46.8	57.61	43.3
	June	55,107	59,072	1.332	172.8	137.8	62.38	165.9	132.3	46.8	58.19	43.7
	July	53,753	59,038	1.330	172.5	136.3	62.36	165.9	131.0	46.9	56.78	42.7
	August	55,021	59,436	1.334	173.0	134.9	63.86	169.9	132.5	47.9	59.11	44.3
	September	54,975	59,445	1.335	173.2	133.0	63.78	169.7	130.3	47.8	58.98	44.2
	October	55,271	59,545	1.338	173.5	132.5	65.19	173.4	132.5	48.7	60.51	45.2
	November	55,535	59,607	1.492	193.5	146.7	71.58	190.4	144.4	48.0	66.69	44.7
	December	54,952	59,555	1.493	193.6	144.9	71.50	190.2	142.4	47.9	65.97	44.2
	Annual Average	54,783	59,259	1.362	176.7	138.9	65.00	172.9	135.9	47.7	60.09	44.1

NOTE: This table brings up to date figures published in *The Conference Board Management Record* for June, 1947, p. 163-ff.

Post-Taft-Hartley Wage Increases Analyzed

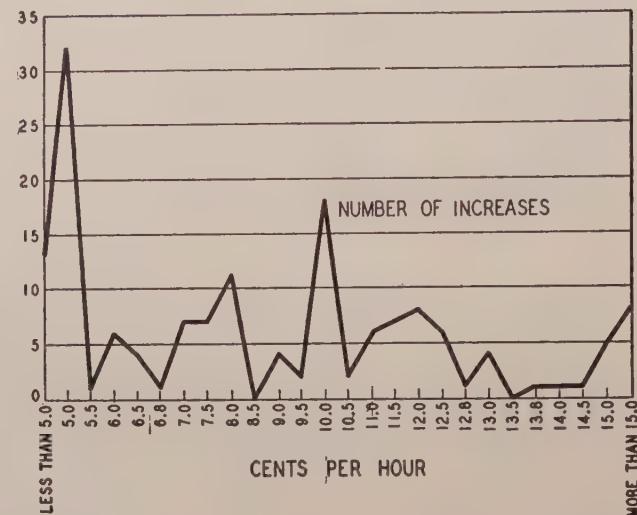
AN ANALYSIS of hourly wage-rate increases contained in 156 post-Taft-Hartley contracts reveals a median increase of \$.08 an hour. The period chosen for the survey was June 23, 1947, to March 31, 1948. The increases ranged from \$.015 to \$.330 an hour—with 28.9% of the increases amounting to \$.050 an hour or less, 39.1% from \$.055 to \$.100, 26.9% from \$.105 to \$.150, and 5.1% more than \$.150.

Of 492 post-Taft-Hartley contracts examined by THE CONFERENCE BOARD 197 contain wage or salary increase information which is adaptable to statistical averages. To avoid excessive influence on the sample by certain large companies which granted identical increases to the employees of several plants, twenty-five contracts, which were in a sense duplicates, were not tabulated. Twenty-eight contracts involving fourteen large companies were tabulated, however, because of a difference in unions at different locations, or in the amount of increase.

The detailed tables, therefore, are based upon 172 contracts containing 191 separate wage increases. Of these increases, 81.7% (156) were expressed in cents an hour, 6.8% (13) in dollars a week or month, 4.2% (8) in percentages, and 7.3% (14) in other ways. All employees within the bargaining unit received the indicated increases in 177 instances (92.7%); in the remaining 14 instances the recipients were not clearly specified. In the distribution of hourly wage increases as shown in Chart 2, maximum use of available data was made by utilizing the average of the range of increase in 23 instances. Of the 172 contracts, 55.8% (96) were negotiated with unions af-

Chart 2: Post-Taft-Hartley Hourly Wage Increases

Source: THE CONFERENCE BOARD

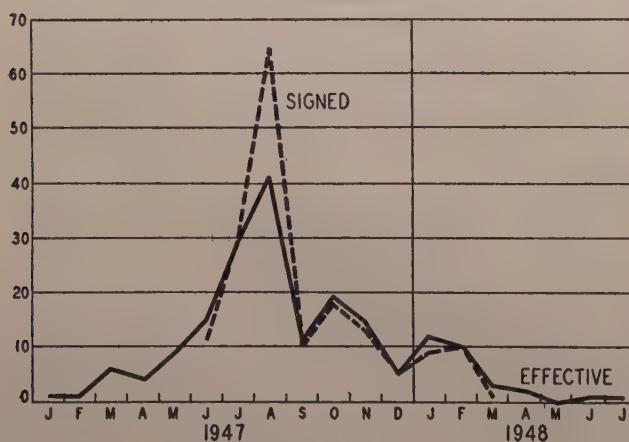


filiated with the CIO, 23.9% (41) with the AFL, 15.1% (26) with independent unions. Nine, or 5.2%, were unclassified.

An interesting comparison of the months in which the contracts were signed and the months in which the increases became effective is shown in Chart 1. For the period covered, the greatest concentration was in the immediate post-Taft-Hartley period of July and August. The distribution of effective dates is much broader, ranging all the way from retroactive periods as far back as January, 1947, to future periods reaching to July, 1948. Again, however, the marked concentration was in July and August, 1947. The "month effective" distribution represents a total of 185, which is six less than the total number of increases (191) and thirteen more than the total number of contracts (172). These differences arose from the use of more than one increase from several contracts. In addition, three contracts had two increases each effective in the same month and three increases could not be classified as to the month effective. Where the time was not specified, the increase was considered effective as of the month of signing. The "month signed" distribution is based upon 170 contracts, because two could not be so classified. Where the signed date was not given, the effective date was considered to be synonymous.

Chart 1: Comparison of Signed and Effective Dates of Post-Taft-Hartley Contracts

Source: THE CONFERENCE BOARD



EDWIN K. TYSON
Statistical Division

Post-Taft-Hartley Wage Increases—172 Contracts

Source: THE CONFERENCE BOARD

	Increase				Union Involved	Remarks
	Amount	Month Effective	Month Contract Signed	Employees Affected (covered by the contract)		
Manufacturing						
<i>Aircraft:</i>						
Pacific Area.....	\$05 hr.	June 1947	Aug. 1947	See remarks	UAW (CIO); Ind. Union	All employees affected except those who had already received this increase and "leadmen" who received, in addition, a \$05 hr. increase effective August, 1947.
Pacific Area.....	\$05 hr. (Up to \$10 hr. Dec. 1947)	July 1947	June 1947	All	UAW (CIO); 5 sep. unions	
Middle Atlantic Area.....	\$01-\$08 hr. \$02-\$08 hr.	Feb. 1948	Dec. 1947	All	UAW (CIO)	
		June-Dec. 1948				
<i>Automotive:</i>						
East North Central Area..... (See remarks).....	\$115 hr. \$115 hr.	Jan. 1947 May 1947	July 1947 Sept. 1947	All All	UAW (CIO) UAW (CIO)	All plants in U. S. A. granted this general increase; coremaker, jobbing moulder, skilled maintenance and construction classifications granted an additional \$05 hr. increase retroactive to May 1947.
East North Central Area.....	\$115 hr.	June 1947	Aug. 1947	All	UAW (CIO)	
New England Area.....	\$065 hr.	Aug. 1947	*July 1947	All	Ind.	
East North Central Area.....	\$15 hr.	"Shall be granted"	Aug. 1947	All	UAW (CIO)	Increase includes \$035 hr. in lieu of paid holidays. Additional job classification increases granted retroactive to May 1947.
East North Central Area.....	See remarks	See remarks	Aug. 1947	All	UAW (CIO).....	Contract indicates that a general increase of \$115 hr. plus \$025 hr., in lieu of paid holidays, was granted in an agreement dated July, 1947.
East North Central Area.....	See remarks	See remarks	Aug. 1947	See remarks	UAW (CIO).....	All present base rates will be frozen until May, 1948, except classifications for which job content has been changed subsequent to May, 1947.
<i>Building Materials:</i>						
New England Area.....	See remarks	Aug. 1947	Aug. 1947	All	UE (CIO)	Flat-rated employees granted general increase of \$115 hr.; incentive-rated employees granted general increase of \$30 hr.
East North Central Area.....	\$06 hr.	Dec. 1947	Dec. 1947	All	UAW (CIO)	
East North Central Area.....	\$05 hr.	"Shall be given"	July 1947	All	United Bro. of Carpenters and Joiners (AFL)	
<i>Chemicals:</i>						
East North Central Area.....	\$16 hr.	July 1947	July 1947	All	Dist. 50 UMW (Ind.)	
Middle Atlantic Area.....	\$07 hr.	Aug. 1947	Aug. 1947	All	Ind. Union and United Chem. Workers (CIO)	
Middle Atlantic Area.....	\$12 hr.	Oct. 1947	Oct. 1947	All	UE (CIO)	
Middle Atlantic Area.....	\$10 hr.	Oct. 1947	n.a.	All	U. A. Journeymen, Plumbers and Steamfitters (AFL)	
West North Central Area.....	\$11 hr.	Oct. 1947	Oct. 1947	All	U. Gas, Coke and Chem. Workers (CIO)	
South Atlantic Area.....	\$07 hr.	Nov. 1947	Nov. 1947	All	Dist. 50 UMW (Ind.)	
East North Central Area.....	\$128 hr.	Nov. 1947	Nov. 1947	All	Int. Chem. Workers (AFL)	
South Atlantic Area.....	\$06-\$12 hr.	Nov. 1947	Dec. 1947	All	Dist. 50 UMW (Ind.)	
East North Central Area.....	\$07 hr.	Nov. 1947	n.a.	All	Dist. 50 UMW (Ind.)	
South Atlantic Area.....	\$02 hr.	Nov. 1947	Nov. 1947	All	Int. U. Mine, Mill and Smelter Workers (CIO)	
Middle Atlantic Area.....	\$06-\$07 hr.	Jan. 1948	*Jan. 1948	All	Int. Chem. Workers (AFL)	Nonstandard work employees \$07 hr. increase; standard work employees \$06 hr. increase.
East North Central Area.....	\$15 hr.	"Shall receive",	*Aug. 1947	All	U. Chem. Workers (CIO)	
East North Central Area.....	See remarks	See remarks	Jan. 1948	All	U. Chem. Workers (CIO)	Provides for automatic cost of living adjustments.
East North Central Area.....	\$05 hr.	n.a.	Aug. 1947	All	Int. Chem. Workers (AFL)	
<i>Electrical:</i>						
East North Central Area.....	\$10 hr.	June 1947	July 1947	All	UE (CIO)	
East North Central Area.....	\$17 hr.	June 1947	July 1947	See remarks	Int. Bro. of Electrical Workers (AFL)	General increase; several special job classification increases unknown.
South Atlantic Area.....	\$10 hr.	June 1947	Aug. 1947	All	Radio Accessory Workers	
New England Area.....	\$05 hr.	Aug. 1947	Aug. 1947	All	UE (CIO)	
Middle Atlantic and Pacific areas.....	\$02 hr. \$03 hr.	Aug. 1947 Oct. 1947	Aug. 1947	All	UE (CIO)	

**Contract effective."

POST-TAFT-HARTLEY WAGE INCREASES—172 CONTRACTS—Continued

	Increase				Union Involved	Remarks
	Amount	Month Effective	Month Contract Signed	Employees Affected (covered by the contract)		
South Atlantic Area.....	\$0.05 hr.	Aug. 1947	Aug. 1947	All	UE (CIO)	
New England Area.....	\$0.08 hr.	Aug. 1947	*Aug. 1947	All	UE (CIO)	
East North Central Area...	\$0.16 hr.	Sept. 1947	Sept. 1947	All	Int. Bro. of Electrical Workers (AFL)	
Middle Atlantic Area.....	\$2.00 wk.	Sept. 1947	Aug. 1947	All	United Office and Prof. Workers (CIO)	
Middle Atlantic Area.....	See remarks	Oct. 1947	Nov. 1947	All	Ind.	\$2.00 wk. increase for employees paid less than \$94.14 wk.; \$4.33 bi-monthly increase for employees so rated and weekly employees paid in excess of \$94.14 wk.
Middle Atlantic Area.....	\$3.00 wk.	Nov. 1947	Aug. 1947	All	Amer. Communications Assn. (CIO)	Increases subject to limitations of maximum rates.
Middle Atlantic Area.....	\$10 hr.	Nov. 1947	Nov. 1947	All	UE (CIO)	
East North Central Area...	Minimum \$0.55 hr.	"Shall receive"	*July 1947	All	UE (CIO)	
<i>Food:</i>						
East North Central Area...	See remarks	July 1947	Aug. 1947	See remarks	Food, Tobacco, Agric. and Allied Workers (CIO)	Comparision of old and new contracts indicates general labor received \$.03 hr. increase; other increases unknown.
Middle Atlantic Area.....	\$.11 hr.	Aug. 1947	Aug. 1947	All	Sugar Refinery Workers (aff. Int. Longshoremen's Assn.—AFL).	
East North Central Area...	\$.10 hr.	Aug. 1947	Aug. 1947	All	Food, Tobacco, Agri. and Allied Workers (CIO)	Contains provisions for cost of living adjustments.
Middle Atlantic Area.....	\$.11 hr.	Oct. 1947	Oct. 1947	All	Sugar Refinery Workers (aff. Int. Longshoremen's Assn.—AFL)	Other increases of unknown amounts.
<i>Glass:</i>						
Middle Atlantic and East North Central areas.....	\$.08 hr. \$.04 hr.	Feb. 1947	July 1947	All	Fed. of Glass, Ceramic and Silica Sand Workers (CIO)	
West North Central Area...	\$.12 hr.	May 1947	*Aug. 1947	All	Bldg. and Constr. Trades Council (AFL)	
South Atlantic Area.....	\$.065 hr.	July 1947	July 1947	All	Flat Glass Workers (AFL)	Additional increases for certain job classifications ranging from \$.01-\$0.04 hr.
East North Central Area...	7½%	Aug. 1947	Oct. 1947	All	Fed. of Glass, Ceramic and Silica Sand Workers (CIO)	
South Atlantic and Middle Atlantic areas.....	\$.08 hr. or 6%	Oct. 1947	Oct. 1947	All	Amer. Flint Glass Workers (AFL)	
Middle Atlantic Area.....	\$.08 hr.	Jan. 1948	Jan. 1948	All	Fed. of Glass, Ceramic and Silica Sand Workers (CIO)	
East North Central Area...	\$.13 hr.	Aug. 1947	Aug. 1947	All	United Paperworkers (CIO)	Derived from comparison of old and new contracts.
<i>Leather:</i>						
East North Central Area...	See remarks	Jan. 1948	Feb. 1948	See remarks	Int. Glove Workers (AFL)	Piece rates increased 5%; hrly. employees will be adjusted on merit rating basis.
<i>Machinery:</i>						
New England Area.....	\$.06 hr. \$.02 hr.	May 1947 Aug. 1947	Sept. 1947	All	UE (CIO)	
New England Area.....	See remarks	Apr. 1947	Oct. 1947	All	Ind.	hrly. employees \$.08 hr.; incentive workers \$.04 hr. increase in base rates.
East North Central Area...	\$.04-\$12 hr.	Apr. 1947	June 1947	All	United Steel Wkers. (CIO)	
Middle Atlantic Area.....	\$.05 hr.	June 1947	July 1947	All	Ind.	
Middle Atlantic Area.....	See remarks	See remarks	June 1947	All	United Office and Prof. Workers (CIO)	Effective June, 1947: base monthly rates of Engineering Dept. increased 5%. Effective July, 1947: base monthly rates of Engineering and Production Depts., less than \$310.00, increased \$21.70 mo.; base monthly rate of \$310.00 or more increased 7%. All increases limited by maximum for classification.
Middle Atlantic Area.....	\$.11 hr.	May 1947	June 1947	All	United Steel Workers (CIO)	
East North Central Area...	\$.115 hr.	June 1947	June 1947	All	UE (CIO)	
Middle Atlantic Area.....	\$.035 hr.	June 1947	June 1947	All	Int. Moulders and Foundry Workers (AFL)	
East North Central Area...	\$.10 hr.	July 1947	June 1947	All	United Steel Workers (CIO)	Derived from comparison of old and new contracts.
Middle Atlantic Area.....	\$.105 hr. \$.025 hr.	July 1947 July 1948	July 1947	All	United Steel Workers (CIO)	
East North Central Area...	See remarks	July 1947	July 1947	See remarks	Int. Union of Mine, Mill and Smelter Wkrs. (CIO)	All piecework prices increased 10%; additional wage changes unknown.
East North Central Area...	\$.10 hr.	July 1947	July 1947	See remarks	United Steel Workers (CIO)	Will increase day work job rates.

Contract effective.

POST-TAFT-HARTLEY WAGE INCREASES—172 CONTRACTS—Continued

	Increase				Union Involved	Remarks
	Amount	Month Effective	Month Contract Signed	Employees Affected (covered by the contract)		
New England Area.....	\$10 hr.	July 1947	July 1947	All	I. U. Polishers, Buffers, Platers and Helpers (AFL); Ind. Union Textile Workers (CIO)	
New England Area.....	See remarks	Aug. 1947	Aug. 1947	See remarks		Hrly. rates increased \$.05 hr.; increase not included in basic hrly. rates in calculating incentive earnings; salaried employees increased \$2 wk.
East North Central Area...	See remarks	See remarks	Aug. 1947	See remarks	UE (CIO)	Effective August, 1947, \$.06 hr. increase in minimum hiring wage; effective November, 1947, an additional \$.06 hr. increase. Additional wage changes unknown.
West North Central Area...	\$.33 hr.	Aug. 1947	Oct. 1947	All	UAW (CIO)	
West South Central Area...	\$.145 hr.	Aug. 1947	Aug. 1947	All	United Steel Workers (CIO)	
New England Area.....	\$.08 hr.	Sept. 1947	Aug. 1947	All	UE (CIO)	
Middle Atlantic Area.....	\$.11 hr.	Nov. 1947	Oct. 1947	All	Ind.	
	\$.05 hr.	Feb. 1948				
East North Central Area...	\$.09 hr.	Jan. 1948	Jan. 1948	All	Ind.	Cost of living adjustment.
East North Central Area...	\$.07 hr.	Feb. 1948	Feb. 1948	All	UE (CIO)	
East North Central Area...	0-12%	Feb. 1948	Feb. 1948	n.a.	Ind.	
New England Area.....	\$.05 hr.	Mar. 1948	Nov. 1947	All	UE (CIO)	
East North Central Area...	\$.05 hr.	Apr. 1948	Mar. 1948	All	Ind.	
East North Central Area...	\$.075 hr.	n.a.	Aug. 1947	All	UE (CIO)	Increase termed probationary. Derived from comparison of old and new contracts.
<i>Metal.</i>						
Middle Atlantic Area.....	\$.125 hr.	Apr. 1947	June 1947	All	United Steel Workers (CIO)	
East North Central Area...	\$.115 hr.	May 1947	Aug. 1947	All	UAW (CIO)	
New England Area.....	\$.08 hr.	June 1947	Sept. 1947	All	UE (CIO)	Pieceworkers increased either 8% or \$.08 hr., whichever is greater.
New England Area.....	\$.09 hr.	June 1947	July 1947	All	Prog. Metal Wkrs. Council (CIO)	
East North Central Area...	Average	June 1947	June 1947	All	UAW (CIO)	Retroactive to May, 1947, premium of \$.10 hr. granted to all.
Mountain Area.....	\$.015 hr.	July 1947	Aug. 1947	All		
East North Central Area...	10%	July 1947	July 1947	All	I. U. of Mine, Mill and Smelter Workers (CIO)	
Middle Atlantic Area.....	\$.05 hr.	July 1947	July 1947	All	United Steel Workers (CIO)	
East North Central Area...	\$.05 hr.	July 1947	June 1947	All	I. U. of Mine, Mill and Smelter Workers (CIO)	
South Atlantic Area.....	\$.05 hr.	July 1947	Aug. 1947	See remarks	UAW (CIO)	All employees granted this increase except those affected by unspecified change in minimum rate.
East North Central Area...	See remarks	July 1947	July 1947	See remarks	UAW (CIO)	Incentive jobs (moulders, coremakers and grinders) increase of \$.05 hr. Day-rate jobs increase of \$.10 hr.
East North Central and Middle Atlantic areas...	\$.12 hr	July 1947	July 1947	All	I. U. of Mine, Mill and Smelter Workers (CIO)	Additional retroactive pay \$.05 hr.-\$.10 hr., March-July, 1947.
Middle Atlantic Area.....	See remarks	Aug. 1947	July 1947	All	UE (CIO)	Nonincentive employees \$.10 hr. increase; incentive employees \$.08 hr. increase.
West South Central Area...	\$.05 hr.	Aug. 1947	Aug. 1947	All	Tin Smelter Wkrs. (AFL)	Cost of living increase.
Middle Atlantic Area.....	\$.13 hr.	Aug. 1947	Aug. 1947	All	Dist. 50 UMW (Ind.)	
Middle Atlantic Area.....	\$.125 hr.	Aug. 1947	Aug. 1947	All	Ind.	
East North Central Area...	\$.075 hr.	Sept. 1947	Sept. 1947	All	United Steel Workers (CIO)	
Mountain Area.....	\$.15 hr.	Oct. 1947	Oct. 1947	All	I. U. of Mine, Mill and Smelter Workers (CIO)	
New England Area.....	\$.12 hr.	Oct. 1947	Oct. 1947	All	United Steel Workers (CIO)	Additional job-rate increases of unknown amounts.
Middle Atlantic Area.....	\$.05 hr.	Nov. 1947	Oct. 1947	All	I. B. Elect. Wkrs. (AFL)	
Middle Atlantic Area.....	9%	Feb. 1948	Feb. 1948	All	Int. Union Office Employees (AFL)	
East North Central Area...	\$.05 hr.	Mar. 1948	Feb. 1948	All	U. Farm Equipment, Metal Workers (CIO)	
East North Central Area...	\$.13 hr.	Mar. 1948	Feb. 1948	All	Int. Moulders and Foundry Workers (AFL)	
West North Central Area...	\$.125 hr.	n.a.	July 1947	All	Coke, Gas Workers (AFL)	
New England Area.....	\$.10 hr.	n.a.	Jan. 1948	All	Ind.	Additional job classification increases of unknown amounts retroactive to January, 1944
East North Central Area...	\$.095 hr.	"Will be added"	*Aug. 1947	All	UAW (CIO)	
<i>Paper:</i> Middle Atlantic Area.....	See remarks	May 1947	*July 1947	All	Dist. 50 UMW (Ind.); B. Painters, Decorators and Paperhangers (AFL); U. B. Carpenters, Joiners (AFL); Ind. Union	Hrly. employees \$.125 hr.; wkly. employees \$5 wk.

*"Contract effective."

POST-TAFT-HARTLEY WAGE INCREASES—172 CONTRACTS—Continued

	Increase				Union Involved	Remarks
	Amount	Month Effective	Month Contract Signed	Employees Affected (covered by the contract)		
Middle Atlantic Area.....	\$165 hr.	July 1947	Aug. 1947	All	I. B. Pulp, Sulphite, Paper Mill Workers (AFL)	Additional \$.035 hr. increase for grinderman foreman.
East North Central Area...	\$.10 hr.	Aug. 1947	Aug. 1947	See remarks	U. Paper Workers (CIO)	All received this increase except those affected by an unspecified minimum rate change
Middle Atlantic and South Atlantic areas.....	\$.07 hr.	Aug. 1947	Aug. 1947	All	U. Paper Workers (CIO)	One mill: additional increases ranging from \$.005-\$0.02 hr.
East North Central Area...	Minimum \$.08 hr.	Sept. 1947	Oct. 1947	All	Int. Printing Pressmen and Assistants (AFL)	Increase of \$.08 hr. or job evaluation rate, whichever is higher.
Middle Atlantic Area.....	Minimum \$.12 hr.	Oct. 1947	Sept. 1947	All	Ind.	Increase of \$.12 hr. or to new minimum hrly. rates, whichever is greater.
New England Area.....	See remarks	Oct. 1947	Aug. 1947	See remarks	I. B. Paper Makers (AFL)	Millright helpers \$.10 hr. increase; other increases unknown.
Middle Atlantic Area.....	Minimum \$.08 hr.	Oct. 1947	Nov. 1947	All	Flint Glass Workers (AFL)	Increase of \$.08 hr. or 6%, whichever is greater.
Middle Atlantic Area.....	See remarks	Feb. 1948	Feb. 1948	All	Wholesale Employees (CIO)	Day work rated jobs \$.12 hr.; incentive-rated jobs \$.06 "per unit production."
East North Central Area...	\$.05-\$1.10 hr.	"Shall be increased"	Feb. 1948	All	Paper Package Container Workers (AFL)	
<i>Petroleum:</i>						
East North Central Area...	\$.125 hr.	Mar. 1947	July 1947	All	Oil Workers Int. (CIO)	
n.a.....	\$.25 hr.	July 1947	Aug. 1947	All	Oil Workers Int. (CIO)	\$.10 of increase is cost of living adjustment.
West South Central Area...	\$.02 or \$.05 hr.	July 1947	July 1947	See remarks	Oil Workers Int. (CIO)	Increases for some job classifications.
West South Central Area...	\$.10 hr.	n.a.	Nov. 1947	All	Oil Workers Int. (CIO)	Cost of living allowance.
<i>Printing and Publishing:</i>						
Middle Atlantic Area.....	\$3.00 wk.	Sept. 1947	Aug. 1947	See remarks	United Office and Prof. Workers (CIO)	Affecting employees earning \$50 wk. or less.
<i>Rubber:</i>						
East North Central Area...	\$.105 hr.	Mar. 1947	July 1947	All	U. Rubber, Cork, Linoleum and Plastic Workers (CIO)	
Middle Atlantic Area.....	\$.30 hr.	Aug. 1947	Aug. 1947	All	U. Rubber, Cork, Linoleum and Plastic Workers (CIO)	
<i>Shipbuilding:</i>						
East South Central Area...	\$.12 hr.	June 1947	Aug. 1947	All	Ind. U. Marine, Shipbldg. Workers (CIO)	
South Atlantic Area.....	See remarks	July 1947	*July 1947	See remarks	Ind.	Rates for salaried leader increased \$8.64 wk.; working leader increased \$.05 hr.; other changes unknown
South Atlantic Area.....	See remarks	Aug. 1947	Aug. 1947	See remarks	Ind. U. Marine, Shipbldg. Workers (CIO)	Piecework rates increased 9%; departmental timekeepers increased \$.12 hr.; other increases unknown.
West South Central Area...	\$.12 hr.	Aug. 1947	Aug. 1947	All	Ind.	
<i>Soap:</i>						
Middle Atlantic Area.....	\$.06 hr.	Aug. 1947	Nov. 1947	All	U. Gas, Coke and Chemical Workers (CIO)	
East North Central Area...	See remarks	See remarks	*Aug. 1947	All	U. Gas, Coke and Chemical Workers (CIO)	
East South Central Area....	\$.10 hr.	Sept. 1947	Sept. 1947	All	Food, Tobacco, Agric. and Allied Workers (CIO)	
<i>Textile:</i>						
Middle Atlantic Area.....	See remarks	May 1947	Aug. 1947	See remarks	U. Farm Equipment, Metal Workers (CIO)	Incentive rates increased \$.05 hr.; except for learners, each hrly. rated indirect worker increased \$.06 hr. or to minimum job rate range, whichever is highest.
n.a.....	\$.05 hr.	Aug. 1947	Aug. 1947	All	Fed. Dyers, Finishers, Printers, Bleachers (CIO)	Additional \$.05 hr. increase for certain maintenance job classifications.
New England Area.....	\$.05 hr.	Aug. 1947	Aug. 1947	All	Textile Workers (CIO)	
New England Area.....	\$.05 hr.	Aug. 1947	Aug. 1947	All	Textile Workers (CIO)	
New England Area.....	\$.05 hr.	Aug. 1947	Aug. 1947	All	Textile Workers (CIO)	
Middle Atlantic Area.....	\$.075 hr.	Aug. 1947	Aug. 1947	All	Dist. 50 UMW (Ind.)	
Middle Atlantic Area.....	See remarks	Aug. 1947	Aug. 1947	All	Int. Ladies' Garment Workers (AFL)	7½% increase except cutters who received \$.4 wk. increase.
New England Area.....	See remarks	Sept. 1947	Aug. 1947	All	I. B. Pulp, Sulphite, Paper Mill Workers (AFL)	\$.06 hr. increase "all unlimited female employees"; \$.08 hr. increase "all semi-skilled and skilled employees"; additional wage adjustment of unknown amounts.
New England Area.....	\$.05 hr.	Dec. 1947	Dec. 1947	All	Textile Workers (CIO)	
New England Area.....	\$.10 hr.	Jan. 1948	Jan. 1948	All	Textile Workers (CIO)	
Middle Atlantic Area.....	10%	Feb. 1948	Feb. 1948	All	Textile Workers (CIO)	A previous increase of \$.05 hr. had been granted in August, 1947.

**Contract effective.

POST-TAFT-HARTLEY WAGE INCREASES—172 CONTRACTS—Continued

	Increase				Union Involved	Remarks
	Amount	Month Effective	Month Contract Signed	Employees Affected (covered by the contract)		
Tobacco:						
South Atlantic Area.....	\$0.05 hr.	Oct. 1947	Oct. 1947	All	Food, Tobacco, Agric. and Allied Workers (CIO)	
South Atlantic Area.....	\$0.08 hr.	Oct. 1947	Aug. 1947	All	Int. Tobacco Wkrs. (AFL)	Agreement of November, 1947, grants an additional \$.02 hr. increase to cellophane machine operators.
Unclassified:						
Middle Atlantic Area.....	\$0.095 hr.	Mar. 1947	July 1947	All	Dist. 50 UMW (Ind.)	
East North Central Area...	\$0.11 hr.	Apr. 1947	June 1947	All	United Steel Workers (CIO)	
New England Area.....	\$0.05 hr.	May 1947			Ind.	
New England Area.....	\$0.01 hr.	Aug. 1947	Aug. 1947	All	Ind. U. Marine, Shipbldg. Wkrs. (CIO); Ind. Union	
New England Area.....	\$0.02 hr.	Jan. 1948			I. B. Elect. Wkrs. (AFL)	
Middle Atlantic Area.....	\$0.10 hr.	June 1947	Sept. 1947	All	Ind. U. Marine, Shipbldg. Wkrs. (CIO); Ind. Union	
Middle Atlantic Area.....	See remarks	June 1947	Aug. 1947	All	I. B. Elect. Wkrs. (AFL)	Piecework \$.06 hr.; timework \$.075 hr.
East North Central Area...	\$0.115 hr.	July 1947	Aug. 1947	All	Office Employes' Int. (AFL)	
New England Area.....	\$0.10 hr.	July 1947	*July 1947	All	UE (CIO); Ind. Union	
New England Area.....	See remarks	July 1947	July 1947	See remarks	Ind.	Unknown changes in wage scale; effective July, 1948, truck drivers receive \$.04 hr. increase.
East North Central Area...	\$0.05 hr.	Aug. 1947	*Aug. 1947	All	Dist. 50 UMW (Ind.)	
South Atlantic Area.....	\$0.025-	Sept. 1947	Aug. 1947	All	United Furniture Workers (CIO)	
South Atlantic Area.....	\$0.05 hr.				Ind.	
West North Central Area...	\$0.10 hr.	Sept. 1947	Aug. 1947	All	UE (CIO)	
Middle Atlantic Area.....	\$0.045 hr.	Oct. 1947	*Oct. 1947	All	B. Painters, Decorators, Paperhangers (AFL)	
Middle Atlantic Area.....	\$0.08 hr.	Nov. 1947	*Nov. 1947	All	Ind.	
Middle Atlantic Area.....	Minimum \$0.07 hr.	Nov. 1947	Oct. 1947	All	Ind.	Increase at 6% but not less than \$.07 hr.
Middle Atlantic Area.....	\$0.025-					
Middle Atlantic Area.....	\$0.05 hr.	Jan. 1948	Aug. 1947	All	Optical Workers (AFL)	
Middle Atlantic Area.....	\$0.12-	Feb. 1948	Feb. 1948	All	Textile Workers (CIO)	
Nonmanufacturing						
Bank:						
Middle Atlantic Area.....	\$4.00 wk.	Sept. 1947	Sept. 1947	All	United Office and Prof. Workers (CIO)	
Communications:						
Middle Atlantic Area.....	\$0.05 hr.	Nov. 1947	Nov. 1947	All	I. B. Elect. Wkrs. (AFL)	
Middle Atlantic Area.....	\$0.08 hr.	Apr. 1948	Jan. 1948	See remarks	AFL	All affected except one class of messengers.
Transportation:						
East North Central Area...	\$1.10 hr.	May 1947	*Sept. 1947	All	Amal. Assn. Street, Elect. Ry., Motor Coach Employees (AFL)	
South Atlantic Area.....	\$1.15 hr.	July 1947	Oct. 1947	All	Amal. Assn. Street, Elect. Ry., Motor Coach Employees (AFL)	Additional job classification increases of unknown amounts.
Utility:						
Pacific Area.....	\$0.05 hr.	Oct. 1947	Jan. 1948	All	9 separate unions (AFL and Ind.)	
Pacific Area.....	\$0.05 hr.	Feb. 1948				
South Atlantic Area.....	\$10.00 mo.	Oct. 1947	Oct. 1947	All	Utility Workers (CIO)	
South Atlantic Area.....	\$14.00-	Oct. 1947	Oct. 1947	All	Utility Workers (CIO)	
South Atlantic Area.....	\$22.00 mo.					
East North Central Area...	\$0.06-	Oct. 1947	Nov. 1947	All	Utility Workers (CIO)	
East North Central Area...	\$0.09 hr.	Nov. 1947	Aug. 1947	All	I. B. Elect. Workers (AFL)	
East North Central Area...	10%	Nov. 1947	*Aug. 1947	All	I. B. Elect. Workers (AFL)	
East North Central Area...	See remarks	Nov. 1947	*Aug. 1947	All	I. B. Elect. Workers (AFL)	Monthly rates increased \$20.00; hrly. rates increased \$.115.
Pacific Area.....	\$0.05 hr. or \$2.00 wk.	Dec. 1947-	Nov. 1947	All	I. B. Elect. Workers (AFL)	
Pacific Area.....	\$0.05 hr. or \$2.00 wk.	Feb. 1948				
Pacific Area.....	\$0.05 hr. or \$2.00 wk.	Jan.-	Jan. 1948	All	Utility Workers (CIO)	
Pacific Area.....	\$1.04 day	Mar. 1948	Aug. 1947	All	Int. Chem. Workers (AFL)	
Pacific Area.....	16%	Jan. 1948	Aug. 1947	All	Office Employes' Int. (AFL)	Of this increase \$.035 hr. was effective July, 1947.
Unclassified:						
Middle Atlantic Area.....	\$6.00 wk.	See remarks	Dec. 1947	All	Office Employes' Int. (AFL)	Effective December, 1947, for one group; effective January, 1948, for other group.

*"Contract effective."

Wage Increase Announcements, March, 1948

Source: Company granting increase unless otherwise specified

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Acme Aluminum Alloys, Inc. Dayton, Ohio	WE	\$1.18 hr.	2-2-48	200	n.a.	8-47	Motion study and incentive system included in method of pay to replace straight day-work pay method previously in effect. (UAW-CIO)
Allen Manufacturing Company Hartford, Conn.	WE	8.08 hr.	10-6-47	400	n.a.	n.a.	Six paid holidays. (UEW-CIO)
American Cyanamid Company Linden, N. J.	S	\$3 wk.	10-6-47	120	n.a.	n.a.	(No union)
Armstrong Cork Company Camden, N. J.	WE	\$0.09 hr.	3-24-48	900	n.a.	n.a.	(UMW, Dist. 50)
Atlantic and Gulf Ship Operators Association New York, N. Y.	WE	\$0.05 hr.	2-9-48	300	\$1.08 hr. min.	5-15-47	(United Rubber, Cork, Linoleum & Plastic Workers, CIO)
Bowling Proprietors Association of Greater Detroit Detroit, Mich.	WE	6.3% to 14.2%	3-10-48	6,000	n.a.	7-31-47	(Seafarers' Int. Union, AFL)
Bridgeport Gas Light Company Bridgeport, Conn.	WE	\$1.10 hr.	12-1-47	600	\$1.65 hr.	n.a.	Alley mechanics. Time and one-half on 7th day, double time for 6 holidays.
*Building workers Summit-Medina-Portage Counties, Ohio	WE	\$2.76 wk.			\$42.24 wk.	n.a.	Porters, janitors, etc. Time and one-half for 7th day.
California-Pacific Utilities Company Eastern Oregon	WE	\$0.05 hr.	1-1-48	249	\$1.34 hr. average	1-1-47	The rate of 10½¢ per line for 6,600 pin setters was not changed but under terms of the new contract it has been tied to the price charged for bowling and will be adjusted accordingly. (Building Service Employees, AFL)
Coopers Inc. Kenosha, Wisc.	S	\$2 wk.	1-1-48	73	n.a.	n.a.	(United Mine Workers, Dist. 50)
E. I. du Pont de Nemours & Company Spelter, W. Va.	WE	\$15 hr.	3-1-48	1,000	\$1.30 hr.	n.a.	(No union)
The Eagle-Picher Company Newark, Ohio	WE	8%	12-16-47	90	n.a.	n.a.	(Building and Common Laborers Union, AFL)
Evans Case Company North Attleboro, Mass.	S	See remarks	2-9-48	100	\$38 wk. average	3-15-47	Sick leave: 6 days per year, accumulative to 36 days. Vacation after 1 year, 2 weeks; after 15 years, 3 weeks; after 30 years, 1 month. (Int. Bro. Electrical Workers, AFL)
*Garage workers New York, N. Y.	WE	\$0.06 hr.	10-20-47	270	n.a.	n.a.	Previous rates given represent over-all averages for female and male piece and day workers, respectively. (Textile Workers Union, CIO)
General Mills, Inc. Bluefield, W. Va.	WE	\$0.05 hr.	12-1-47	100	n.a.	n.a.	\$4.00 for employees earning under \$40 wk., 10% for those earning more than \$40. (No union)
The Green Lumber Company Laurel, Miss.	WE	\$0.07 hr.	1-1-48	510	n.a.	n.a.	(United Mine Workers, Dist. 50)
Hammermill Paper Company Erie, Pa.	S	\$3 wk.	1-1-48	75	n.a.	n.a.	Previous increase given: 4½¢ effective 6-11-47. (UMW, Dist. 50)
Harshaw Chemical Company El Segundo, Calif.	WE	16%	1-28-48	4,000	See remarks	n.a.	New group insurance covering life, accident, sickness, hospitalization and surgery. (United Jewelry Workers, CIO; no union for salaried employees)
WE	\$0.06 hr.	2-11-48	20	n.a.	n.a.	n.a.	Under new scale, washers will receive \$63 for 48-hour week, floormen will be paid \$57, and foremen, who work 66 hours, will receive \$85. (Garage Washers & Polishers, AFL)
WE	\$0.06 hr.	1-1-48	300	n.a.	n.a.	n.a.	Holidays falling within work week will be counted as time worked for computing overtime. (United Construction Workers, UMW)
WE	\$11 hr.	3-15-48	1,500	\$94 hr.	3-3-47	n.a.	Previous increase: 5¢ hr. effective 12-16-46. Provisions made for vacations with pay and 1 paid holiday. (Int. Woodworkers, CIO)
WE	\$0.05 hr.	1-1-48	100	n.a.	1-1-47	n.a.	Pay for holidays worked increased from time and one-half, with hours worked used to compute hours over 40 in the work week, to double time for hours worked but hours <i>not</i> used to compute hours over 40 in the work week. On holidays not worked, hours normally scheduled to work are used to compute hours over 40 in the work week. 7 holidays involved. (UMW, Dist. 50)
WE	\$0.05 hr.						Quarterly payments of additional compensation will be paid based upon the total earnings for any given quarter in which the average cost of living (USBLS index for Los Angeles) is more than 1 point above that of 6-15-47. The percentage increase in the cost of living index above the base will be applied to total quarterly earnings exclusive of any payments made under this adjustment. (UMW, Dist. 50)

WAGE INCREASE ANNOUNCEMENTS, MARCH, 1948—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Hercules Powder Company.....	WE	\$1.13 hr.	1-12-48	1,500	\$1.40 hr.	5-5-47	Parlin, New Jersey, plant. (Int. Chemical Workers, AFL)
*Hotels—DeWitt Clinton and Ten Eyck..... Albany, N. Y.	WE	\$0.05 hr.	2-2-48	500	\$1.16 hr.	11-3-47	Port Ewen, New York, plant. (UMW, Dist. 50)
	WE	10%	n.a.	460	See remarks	n.a.	Also reduction in work week for kitchen help and 3 paid holidays. Announced March 6. Previous wages ranged from \$20 wk. for bus boys to \$60 wk. for cooks. (Hotel and Restaurant Employees Union and Bartenders Union, AFL)
*Iron workers..... Cleveland, Ohio	WE	\$1.20 1/2 hr.	n.a.	1,500	\$2.25 hr.	n.a.	Announced 3-2-48. (Bridge, Structural and Ornamental Iron Workers, AFL)
Irvington Varnish & Insulator Company..... Irvington and Newark, N. J.	WE	\$0.08 hr.	11-1-47	26	n.a.	n.a.	Previous increase: 18¢ hr. effective 11-1-46. (Int. Assn. Machinists, Ind.)
	WE	\$0.08 hr.	11-1-47	450	n.a.	n.a.	Previous increase: 13¢ hr. effective 11-1-46, plus 5¢ per hr. when company went on 40-hr. basis, which was, generally, 6-9-47. (Bro. Painters, Decorators and Paperhangers, AFL)
	WE	\$0.07 hr.	1-5-48	66	n.a.	n.a.	Previous increase: 8¢ hr., effective 11-1-47. (Bro. Painters, Decorators and Paperhangers, AFL; Int. Assn. of Machinists, Ind.)
*Jacksonville Trailways..... Springfield, Ill.	S	\$8 wk.	11-1-47	200	n.a.	n.a.	(No union)
	WE	See remarks	n.a.	27	See remarks	n.a.	Drivers received half-cent a mile increase, bringing their earnings to 4 1/4¢ per mile. Announced 3-4-48. (Bro. Railroad Trainmen)
Spencer Kellogg & Sons..... Chicago, Ill.	WE	\$11 1/2 to \$12 hr.	2-1-48	91	n.a.	n.a.	(United Mine Workers, Dist. 50)
Koppers Company, Inc. Gas and Coke Division..... Kearney, N. J.	S	\$7.50 wk.	3-1-48	4	n.a.	n.a.	O. T. foremen. (No union)
Koppers Company, Inc. Gas and Coke Division..... St. Paul, Minn.	WE	\$0.05 hr.	2-1-48	700	n.a.	7-31-47	First increase was an "across-the-board" adjustment. (United Gas, Coke & Chem. Workers, CIO)
Lerner Shops..... New York, N. Y.	S	\$2 wk.	2-1-48	280	n.a.	n.a.	(No union)
	WE	\$0.05 hr.	3-7-48	196	n.a.	n.a.	(United Gas, Coke & Chemical Workers, CIO)
	S	\$8.50 mo.	3-15-48	66	n.a.	n.a.	(No union)
	S	\$10 mo.	3-15-48	n.a.	n.a.	n.a.	Supervisors. (No union)
	S	\$6 wk.	2-2-48	927	See remarks	n.a.	Increases ranged from \$5.50 to \$8.00, depending upon job classification. Previous minimum rates ranged from \$31 to \$51 wk., depending upon job classification. (Retail, Wholesale & Department Store Union, CIO)
May-Stern & Company..... Pittsburgh, Pa.	WE	\$6 wk.	3-15-48	50	n.a.	3-15-47	Outside Appliance and Furniture Servicemen were given an increase of \$1 per day for the use of their personal cars. Car rate was increased from \$4 to \$5 outside of Allegheny County and from \$3 to \$4 inside the County. (Teamsters, Chauffeurs and Warehousemen, AFL)
National Biscuit Company.....	WE	\$10 hr.	8-21-47	1,260	n.a.	9-1-46	Atlanta, Ga. plant. Effective 1-1-48, 3 weeks' vacation after 20 years. Previous increase, 15¢. (AFL union)
	WE	\$10 hr.	1-3-48	23	n.a.	n.a.	Carthage, Mo., plant. Previous increase: 7 1/2¢, effective 8-5-46. Also, 3 weeks' vacation after 20 years' service. (AFL union for wage earners, no union for salaried employees.)
	S	10%	1-3-48	8	n.a.	n.a.	Ivanhoe, Va., plant. (United Gas, Coke & Chemical Workers, CIO)
National Carbide Corporation.....	WE	\$10 hr.	2-1-48	265	n.a.	n.a.	Wyandotte, Mich., plant. (United Mine Workers, Dist. 50)
	WE	\$14 1/2 hr.	2-1-48	13	n.a.	n.a.	(Mine, Mill & Smelter Workers, CIO)
National Zinc Company..... Bartlesville, Okla.	WE	\$10 hr.	2-1-48	600	\$8.91 to \$12.29 day	5-1-47	Represents increase given to stereotypers employed by 15 New York newspapers. This change brings current average wages to \$84.50 wk. (Stereotypers Union, AFL)
*Newspaper publishers..... New York, N. Y.	WE	\$15.50 wk.	2-20-48	450	See remarks	n.a.	Previous increase for wage earners: 11¢ hr., effective 1-1-47. Vacation pay was increased from straight-time earnings to earnings including overtime. Decrease in employee contributions to sickness, accident and life insurance. Employees with 3 years' service get free insurance. (Gas, Coke & Chemical Workers, CIO; no union for salaried employees)
Plastic Manufacturers, Inc..... Stamford, Conn.	WE	\$0.07 1/2 hr.	1-1-48	163	n.a.	n.a.	(Textile Workers, CIO)
	S	\$3 wk.	1-1-48	55	n.a.	n.a.	Increase of \$4.80 per week or 8 1/4%, which ever is larger. (No union)
Plymouth Cordage Company..... North Plymouth, Mass.	WE	\$12 hr.	1-5-48	1,050	n.a.	n.a.	Present weekly scale for printers is \$85.50 for day shifts, \$89.50 for night shifts, and \$92 for overnight tricks. Announced 3-8-48
*Printers..... Detroit, Mich.	S	See remarks	2-1-48	190	n.a.	n.a.	
	WE	12%	n.a.	n.a.	See remarks	n.a.	

WAGE INCREASE ANNOUNCEMENTS, MARCH, 1948—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Puget Sound Power & Light Company Seattle, Wash.	WE S	\$15 hr. \$15 hr.	1-1-48 1-1-48	1,540 660	n.a. n.a.	n.a. n.a.	Three-day waiting period before benefits begin has been eliminated in the sick leave provisions of wage earners. (Int. Bro. Electrical Workers, AFL)
Railway Express Agency..... New York metropolitan area	WE	\$15½ hr. \$05 hr.	9-1-47 3-8-48	4,700	\$58.10 wk.	5-22-46	Previous rate listed is for a 44-hr. week. (Int. Bro. Teamsters, AFL)
Riverside Paper Corporation..... Appleton, Wisc.	WE	\$05 hr.	2-1-48	180	\$98 hr.	9-16-47	(United Mine Workers, Dist. 50)
San Diego Gas & Electric Company.. San Diego, Calif.	WE S S	6% \$03 hr. 6% \$03 hr.	8-24-47 2-22-48 8-16-47 2-16-48	1,050 700	n.a. n.a. n.a.	8-46 8-46	(Int. Bro. Electrical Workers, AFL) (No union)
Sears, Roebuck & Company..... San Francisco, Calif.	S	\$8 wk.	10-16-47	132	See remarks	10-16-46	Represents increase given to employees in selling positions. In addition, 31 persons employed in departments selling certain household appliances, building materials and men's clothing had their percentage of net sales increased from 5% to 6% and their weekly draw raised \$3.00; 5 other employees in this category received an \$8 increase in weekly draw. Previous rates ranged from \$35.50 to \$45, weekly draw from \$45 to \$55. (Retail Clerks, AFL)
	S	\$4.50 wk.	10-16-47	64	See remarks	10-16-46	Represents increase given to non-selling personnel. A few in this category received \$6.50 wk. increase. Previous rates ranged from \$35 to \$45.50 wk., depending upon job classification. (Retail Clerks, AFL)
The Shamrock Oil and Gas Corporation Dumas, Tex.	WE	\$18 hr.	2-15-48	380	n.a.	n.a.	(Oil Workers Int. Union, CIO)
Southern California Edison Company. Los Angeles, Calif.	S S	\$22.50 mo. 6½%	2-15-48 1-1-48	80 6,325	n.a. n.a.	n.a.	This represents a minimum increase of \$16. Employees affected include operating, maintenance and construction classifications numbering approximately 2,750. (Int. Bro. Electrical Workers, AFL) represents 3,025 employees; the Utility Workers, CIO, 300 employees; 3,000 workers are not represented by a union
Standard Oil Company (Indiana)..... Chicago, Ill.	WE and S	See remarks	1-16-48	7,000	n.a.	n.a.	Temporary wage and salary increases previously granted to salaried and hourly paid nonsupervisory employees became a part of their base pay, effective 1-15-48. In addition, they received a temporary increase, effective 1-16-48, of 5%, with a maximum of \$30. Effective 1-16-48, supervisory employees also received a 5% temporary increase in pay, with a \$30 maximum. (No union)
Texas Power & Light Company..... Dallas, Tex.	WE S	\$05 hr. \$15 mo.	11-26-47 11-26-47	29 151	n.a. n.a.	n.a. n.a.	Increased holiday pay from time and one-half to double time. Eliminated premium time for call-outs when employee continues into regular working schedule. Previous increases: for wage earners, 3¢ hr.; for salaried employees, \$20 mo. both effective 11-26-46. (Int. Bro. Electrical Workers, AFL)
United Electric Railways Company... Providence, R. I.	WE	\$10 hr.	1-1-48	1,194	See remarks	11-16-46	Previous rates for trainmen and bus operators: \$1.25 hr. for first 3 months' service; \$1.28 hr. for next 9 months; \$1.30 hr. thereafter. Rates for maintenance and repair employees previously ranged from \$1.18 hr. for switch cleaners to \$1.48 for toolmaker-designers. (Amal. Assn. St., Elec. Ry. & Motor Coach Emp., AFL)
Vanadium Corporation of America.... Niagara Falls, N. Y.	WE	\$10 hr.	3-14-48	750	\$1.42 hr.	9-47	(Union name not given)
Westvaco Chlorine Products Corporation..... Westvaco, Wyo.	WE	10%	12-18-47	60	\$1.15 to \$1.75 hr.	9-47	Vacation benefits extended; 4¢ and 6¢ shift differentials; 6 holidays at time and one-half if worked. (Dist. 50, UMW)
Wyandotte Southern Railroad..... Wyandotte, Mich.	WE	See remarks	3-1-48	22	\$1.36 average	4-21-47	An increase of 15¢ hr. was given to 3 conductors and 12¢ hr. to 19 other employees, plus a 3½¢ holiday allowance on hourly rates. (UMW, Dist. 50)
	S	See remarks	2-1-48	4	\$254 mo. average	4-16-47	One employee was given an increase of \$25 mo.; 3 other employees, earning over \$250 mo. were given a 10% increase. (No union)

¹Type of workers: S—salaried employees; WE—wage earners.

*Obtained from press reports. Information not verified by company.

n.a. Not available.